1942-43

File No. 3260/36-III

P. W. DEPARTMENT

Estt. BRANCH

B CLASS

Subject:— Establishment
Tempy & work-charged
Conversion of - into permanent
Tempy.

B-[K]-1943

Estt. Br.

File No. 3260/36-III

Std. Sectt. Slip 24-A

Std. Sectt. 78A e.

G R., G D., No. 2408, dated 22-5-22.]

Correspondence

DOCKET SHEET (B)

Subject :—

File No. 3260/36-III

P.W. DEPT.

Estt. BRANCH.

References :—

Date.	To whom sent.	Notes and instructions.

E. B. C. E.

Tempy. estabt.

The officers of this Deptt. were requested to recommend only such posts to be made pt. as are really required on a pt. basis with due regard to the provisions of para. 88(1) of the Bombay P. W. D. Manual. The statements on pages 163-172 of file No. 3260/35 pt. II show the several classes of the tempy. estabt. which have been so recommended by this Deptt. for being made pt. The sub-joined statement gives the information regarding the total number of tempy. posts proposed to be made pt. by this Deptt. and the present annual pay cost of that estabt.

	Total No. of tempy. posts		No. proposed to be made pt by the local Officer.		No. Recommended to be made pt. by this Deptt.		Annual pay cost of estabt. proposed to be made pt. by the local Officer.		Annual pay cost of the estabt. proposed to be made pt. by this Deptt.	
	Superior.	Inferior.	Superior.	Inferior.	Superior.	Inferior.	Superior.	Inferior.	Superior.	Inferior.
Tempy. Estabt. Excluding that under the C. P. H.E. & the Dir. D.D.Chawls.	185	102	144	100	121	74	129	21	111	16
Tempy. Estabt. under the C.P. H. E.	56	19	56	19	40	11	63	4	52	2
Tempy. estabt. under the Dir. D.D.Chawls.	27	241	27	34	19	23	35	10	25	4
Tempy. Rev. & Survey Estabt.	488	416	472	396	275	314	185	72	131	9
	756	777	699	549	455	422	412	107	319	31

From the above it will be seen that the following reduction has been effected by this Deptt. in the number of tempy. posts proposed to be made pt. by the local officers.

Superior posts. 244.
Inferior posts. 127.

The percentage of the Tempy. Posts which have been proposed to be made pt.

by this Deptt. is as under :—

Superior posts..... 60 %

Inferior posts..... 54 %.

Work-charged estabt.

2. With a view to improving the conditions of the members of the work-charged estabt. it is proposed among others as under.

(a) that such members of the work-charged estabt. who are regularly and continuously employed from year to year should be brought on pt. estabt., a certain portion, however, being retained on the temp. estabt. to allow for the expansion or contraction of the Deptt. as the works expenditure increases or decreases. Estabt. which falls within the scope of para. 89 of the Bombay P. W. D. manual Vol.1, only to be retained on the work-charged estabt.

The statements at pages 261-267 of file No. 3486/36 -Pt. II show the work-charged estabts. to be made pt. and that to be brought on the temp. estabt. The sub-joined statement shows the estabt. proposed to be brought on the temp. & pt. estabts. etc.

	Total No. of posts.	No. proposed to be made pt.	No. to be brought on the temp. estabt.	No. to be continued on work-charged estabt.	Annual pay cost of Estabt. to be made pt.	Annual pay cost of estabt. to be brought on temp. estabt.
Estabt. under the control of S. E.	2,179	1,179	383	582	397	95
Estabt. under the control of the C.P.E.E.	190	124	40	26	59	15.
Estabt. under the control of Kl. Engr.	112	40	—	72	89	—
	2,481	1,343	423	680	445	110.

The percentages of the work-charged estabt. which have been proposed to be brought on the pt. & temp. estabts. are as under.:—

(1) Work-charged estabt. to be made pt. 54 %

(2) Work-charged estabt. to be made temp. 27 %.

3. The F. D. has suggested to link up the case of the temp. estabt. to be made pt. with that of the work-charged estabt. and mainly to re-examine the proposals.....

the proposals in the light of the following remarks.

(a) To examine the present policy of the execution of works.i.e. whether it is the policy of the Deptt. to carry out as many works as possible, especially repairs through the departmental agency.

(b) The estabt. proposed to be made pt. should be the absolute minimum based on the expenditure from the smallest grants for a year during the last 15 years.

(c) Relative strength (i) pt. (ii) tempy. & (iii) work-charged estabt. of the several classes of employees to be obtained from the Punjab and Madras provinces.

As far as possible the works are carried out through contractors and when absolutely necessary departmentally. It does not seem necessary to obtain the information from other Govtes as suggested by the F. D. nor to supply the other information called for by that Deptt. Grants for repairs for each year more or less remain the same. In view of the percentage of posts which have been proposed to be made pt., no risk will be involved in making that estabt. pt. from the point of view of grants for repairs etc. As the pays of tempy. and work-charged estabts. will be reduced, when they are brought on the pt. estabt., there will be immediate saving on the cost of estabt.

Id/-
27-6-42

Id/-
27/6

A(F)

I discussed this case with H. E. He pointed out that the making permanent now of temporary appointments might be considered a breach of faith with those people who have gone to the war and to whom we have promised 50 % of all posts which may be available.

2. I pointed out that there is probably little analogy in the case of P. W. D. men who are, for instance, "temporary for 30 years" and the link. But clearly the case will have to be examined from this point of view as to whether the action now proposed will adversely affect those who have gone to the war being promised posts in future.

*Note on this point It seems to me that we promise 'inavitable' posts and I do not think it was suggested that vacancies would be made by admission of men with long service in the Department.

3. If Secretary P. W. D. likes to discuss, I shall be glad to do so.

Id/-
16-6-42.

Secy. P. W. D.

Evrv.

Resubmitted with reference to the minute of A (F) within.

2. Fifty percent. of all substantive ~~vacan~~ vacancies in the Provincial Services. occuring on or after the 10 th Nov., 1941 which are to be filled by direct recruitment are to be reserved and filled substantively after the end of the present war by the ~~a~~ apptt. of persons who have rendered approved war service- vide rule 3 of the B. C. S (War service Personnel) Recruitment Rules, 1942. This rule is not applicable to the B. S. E., Class 1 & Class 11 . It has been decided to reserve one post a year in these two services with effect from the year 1942. In the General Provincial Service (Specialist posts) vacancies are not to be reserved byt a general preference is to be given to candidates with approved War service — vide rules 3 and 4 of the B. C. S. (War Service Personnel) Recruitment Rules, 1942.

3. In the case of Subdte. Services, a general preference in respect of admission thereto is to be given to candidates with approved war service- vide rule 8 of the rules mentioned above. The possibility of reserving vacancies in the Subdte. and Inferior Services for persons with approved war service is being considered by the P & S. D. -vide G. M. (P & S. D.) No. 4063/34-D dated the 17-11-41. This Deptt. has recommended that vacancies in the Subdte. and Inferior Services should be reserved for persons with approved war service as shown below.

B.S. E. S. & supervisors.	25 %
Clerks (including chawl Supdts., trackers etc.	30 %
Draftsmen	30 %
Store -keepers	30 %
Tracers/	30 %
Miscellaneous indoor estabt. posts (signallers, Drafter Karkuns etc)	30 %
Miscellaneous out-door estabt. posts (Inspectors maistris etc.)	30 %
Inferior Service.	40 %

Final decision re: the reservation of vacancies in the inferior & subdts. services has not yet been reached .

4.....

4. It is not proposed to make any gazetted post pt. A certain number of posts in the Subdte. and Inferior Services are only proposed to be made pt. The position re : the reservation of vacancies in subdte. and Inferior services is stated. in para. 3 of the note. A certain number of vacancies which will occur owing to retirements, casualties etc. will only be reserved. There is no idea of creating vacancies. for persons with approved war service by discharging tempy. men. The conversion of tempy. posts into pt. ones will not create new vacancies as the tempy. persons who are already in service for a number of years will be made pt. In view of the above, the conversion of tempy. posts into pt. ones will not be a breach of faith with those who have gone to the war and for whom posts have been promised and hence proppects of these persons will not be adversely affected.

5. The P and S. D. may see these papers u.o. with reference to para 4 of the note.

Id/-
29-6-42

I agree with 'A'

Id/-
30/6.

Urgent.

U. O. to P. W. D. dated 1st July 1942.

Political & Services Department.
D Branch.

The question is whether the conversion of a certain number of appointments on the temporay and work-charged establishments of the P. W. D. into permanent posts will adversely affect those who have gone to the war being promised posts in future. In appears that Clause 8 of G. N., P & S.D. , No. 4083/34, dated the 15-5-42, cannot be interpreted to mean that preference should be given to persons with approved war service persons already on the temporary and work -charged establishments of the P. W. D. now proposed to be made permanent. P & S. D. may agree with the view expresed at 'A' of para 4 of P. W. D. note dated the 29th June 1942.

Id/-
10-7-42

Id/-
11/7.

Evrv.

3260/36.

C. S.

I agree with Sec P. W. D. There is no idea of removing the temporary men to make room for necessary men with approved war service. So long these men are with us there will be no vacancy for any one else. The conversion of temporary of post s into permanents one perhaps before days do not allow the position. When any of the existing men whether holding a temporary or permanents posts yes. For those will be a vacancy which admission a man will loan to an service can be appointed.

14/-
13/7.

With P. W. D. Files No. 3486/36 Pt. II of 1940 and 3260 /36 pt. II of 1940

U. O. R. to the P. W. D.

14/-
14/7.

3260/36.

H. E.

Submitted with reference to the O. R. dated the 29-6-42.

2. The F & S. D. has agreed with the view expressed at A within. The papers may be submitted to A(F) with reference to his minute dated the 26-6-42.

14/-
18-7-42

14/-
20/7.

A(F)

I submit this to H. E., as the case was reconsidered at his instructions

2. The matter under consideration is whether Govt. should implement their promise to temporary staff in P. W. D. and make them permanent, or whether this would conflict with Govt's. undertaking to reserve posts for those who had war service.

3. P. W. D. and F & S. D. agree that in the case of these nominally temporary but really permanent P. W. D. servants, to implement Govt.' promise would not be a breach of faith with those who have gone to to war.

4. If H. E. agrees, I will have the case taken up and disposed of. It had been put into cold-storage otherwise.

14/- 25/7

The case may be taken up.

H.E.(Sec. C.)

EWV.

Statement

Statement showing expenditure on works and repairs and establishment and the percentage of establishment to works outlay in each Circle during the years 1936-37 to 1940-41.

Circles or Charge.	1936-37			1937-38			1938-39			1939-40			1940-41.		
	Works Outlay.	Estabt. charges.	% of Estabt. charges to work expenditure.	Works Outlay.	Estabt. charges.	% of Estabt. charges to works.	Works Outlay	Estabt. charges.	% of Estabt. charges to works.	Works Outlay.	Estabt. charges.	% of Estabt. charges to works.	Works outlay.	Estabt. charges.	% of Estabt. charges to Works
	Figures in lakhs of Rupees.														
Northern Circle.	28.82	6.97	24.2	36.95	5.83	16.0	36.25	6.78	18.7	45.20	6.29	13.92	43.19	5.06	11.7
Central Circle.	25.05	7.81	31.2	31.26	7.44	23.8	29.99	7.13	23.8	27.56	6.38	23.2	24.77	6.35	25.6
Southern Circle.	19.39	6.43	33.2	25.43	6.31	24.8	26.61	6.54	24.6	22.33	5.85	26.2	20.36	5.61	27.4
Deccan Irr Circle.	22.56	8.42	37.3	21.88	8.30	37.9	17.24	7.93	46.0	17.69	7.30	41.24	17.64	7.12	39.9
Kl. Circle	2.30	1.19	51.9	2.37	1.06	44.7	3.01	1.07	35.4	4.63	1.45	31.3	2.24	1.30	58.0
Deputi.	.04	1.19	3141.7	4	1.06	2619.0	0.04	1.07	2533.5	0.97	0.29	29.8	1.60	0.26	16.2
	98.16	32.01	32.6	117.53	30.00	25.5	113.14	30.52	26.9	118.38	27.56	23.28	110.30	25.70	23.3

14/-
29-8-42

Svyv.

Statement 'B'

Statement showing the duties of certain classes of subordinate establishment.

Karkun.

The duties of a Karkun are:—

1. To inspect his best thoroughly every two or three days according to the size; he should do an average of 12 miles per day of travelling.

2. To see that road coolies and choukidars know what their duties are and carry them out.

3. To Give instructions to road coolies and choukidars as to what special duty they are to concentrate for a day and two ahead, and to supervise all ~~reqir~~ repair works in his best.

4. To muster all cooly ganges morning and evening and submit daily labour reports.

5. To carry with them note book, pencil, tape, foot-rule with level, muster roll and mental ring gauge when metal collection is in progress and to se e that the materials being collected are according to specification.

6. To collect labour carts and materials for works as ordered by sub-divisional Officer, Sub-Overseer or supervising Maistry.

7. To look after existing trees in his beats and take a personal interest in extending plantations.

8. To look after all tools in his beat and prevent losses and thefts.

9. To return all unserviceable tools in his charge in possession of coolies to the nearest store and get a receipt for them.

10. To supervise any masonry , road, a canal, repair work in his beat and to help the maistry in charge of a masonry work as far as he can.

11. To submit a ~~daily~~ diary of his work and movements weekly.

12. To submit monthly a return of tools and plant in his possession.

13. Submit Raingauge cords, progress reports , carry out inquiries into simple cases, submit reports of arrival and Departure of ~~traffic~~ travellers etc.

~~Jaostry/~~
Maistry.

The duties of a Maistry are similar to that of a Karkum when in charge of Roads.

He has in addition the following duties:—

(1).....

(1) Settting out small masonry work, supervise the quality and quantity of building materials.

(2). To see that foundation are excavated to the proper line and level preliminary to being passed by the Sub-Divisional Officer.

(3) To see that specifications of building work as regards stone lime. joints, dressing , stones headers, wook work, etc. are strictly adhered to.

(4) To take measurements for departmental work when authorised to do so.

(5) To arrange for small Departmental works. In short the duties of a Maistry are more onerous than those of a Karkun. He knows more of technical work these a Karkan.

The **Measurers.**

The duties of measurers are as follows:—

(1) Measurement of crop areas of fields.

(2) Detection and reporting of unauthorised use of water , if noticed while doing his own work.

(3) Preparation of assessment papers.

(4) Kul rujwayat.

(5) Preparation of Block plans and helping the irrigative to work there in the field.

Chowkidar.

The duties of a Chowkidar are :—

The primery duty of a bungalow chowkidar is to keep the bunglow and bunglow compund clean and tidy.

To open the bungalow to officers and authorised visitors.

To exclude unauthorised persons.

To look after the well and the main gauge if there is

To care for young trees and plants and main tain a small nursery of young trees and seedlings for planting on the road.

To look after the bungalow approach road, eradicate prickly pear and big tree holes, thim hedges and dig out white-ants nests.

To care for bungalow furniture and report breakages to the Sub-Divisiaonal Officer. If the bunglow compound is small and not much frequented, he may suitably given a mile or two of road to look after.

Inspectors in N. C.

Inspectors are supervising, Establishment of an order Superior to that of of the usual 'Maistry Class' and are an institution existing over half a century...

a contrary As they have to deal with high officials in Bombay during the execution of their work their work is of a high standard and efficiency.

~~Members.~~

(a) a working knowledge of their section,

(b) knowledge of English,

(c) can draw plans and simple estimates,

(d) lately been recruited from qualified D. C. E. S., or holding Diploma in Civil Engry. either of the V. J. T. or Kala Bhuvan.

Their pays are regulated in the following scales :—

Old Rs. 30-2-60
New Rs. 40-2-60.

There are no Government orders appointing the Inspectors in the Northern Circle.

Sd/-
29-8-42.

Engr.

Note in E. B. 3260/36.

It has been decided by H. E. the Govr. that cases re: conversion of certain subordinate posts at present borne on the tempy. estabt. and on the work-charged estabt. into permt. pensionable posts should taken up for consideration.

2. The F. D. had suggested to link up the tempy. estabt. case with the work-charged. The main points raised by the F. D. in the two case are as follows:—

(a) To examine the present policy of the execution of works, i.e. ~~whether of the execution of works~~, i.e. whether it is the policy of the Deptt. to carry out as many works as possible especially repairs through the departmental agency.

(b) The estabt. proposed to be made permt. should be the absolute minimum based on the expenditure from the smallest grants for a year during the last 15 years.

(c) Relative strength (i) permanent (ii) tempy. and (iii) work-charged estabt. of the several classes of employes to be obtained from the Punjab and Madras Provinces.

As regards (a) :— Policy of Govt. in regard to execution of works.

It has already been explained that as far as possible works are carried out through contractors and when absolutely necy. departmentally. (original and large repair works.) In 1938 the Kale Committee advocated a transfer of provl. works from the P. W. D. to the D.L. Bs. Information from other Provinces (including Madras and U. P.) was obtained and after a very careful examination of the question it was decided as late as Jany. 1941 that the responsibility for the maintenance of residential and non residential bldgs. and also roads should vest finally with the P. W. D. The future policy of Govt. re: maintenance of irrign. works will also not alter. In other works the present policy of Govt. in the matter of execution of works and repairs through the P. W. D. agency will continue. In view of this it does not seem necy. to reopen the question again. It may be explained in addition that in Madras and the Punjab the Irrign. and R. and B. branches are separate while in this Province they are combined. The road Policy of Madras is entirely different from that in this province.

In Madras.....

In Madras many Roads are in charge of D. L. Bs. The conditions of works in the three Provinces differ in many respects. It is, therefore, for orders whether information from other Govts. in this respect need be obtained as suggested by the F. D.

There would appear to be no necessity to do so.

As regards point (b). Estabt. proposed should be the minimum based on expenditure from the smallest grants during the last 15 years.

I agree; it would only unnecessarily delay matters.

(i) Prior to the year 1936 Sind formed part of Bombay Province. The figures of expenditure prior to that year were, therefore, combined and will not serve any useful purpose in the present examination. The statement showing the works outlay and cost of estabt. during the years 1936-37 to 1940-41 is put up at p. ante as desired by the F. D.

From the Adm. reports of the Madras Province for the years 1936-37 to 1938-39 it is noticed that the average of the combined estabt. charges 30 % of the works expenditure, minimum but it does not tak into account cost of the D. L. B. estimate. establ

(ii) As regards the employment of minimum estabt. It may be explained that in G. M. No. 3486/36-E, dated the 27-9-39, the local officers were asked to submit their recommendations in respect of converting the existing posts on the work-charged estabt. into permt. or tempy. having regard to the criteria laid down in F. D. G. M. No. 1787/36. 33 DATED 9-3-39. These recommendations were further scrutinised in this Deptt. and the estabt. considered absolutely necessary has been proposed for being converted into permanent. The same remarks apply to the posts on the tempy. estabt. proposed to be made permt. Further more as far as the tempy estabt. is concerned, there will be no extra cost to Govt. In respect of the workcharged estabt. also, the expenditure is already been incurred and the question is only a change in the method of accounting for the expenditure. Taking as a whole there is no immediate extra cost. When the estabt. is brought on a permt. footing, the usual 16 % cut will be effected where applicable and thus the actual cost will be still less than at present. The cost of the estabt. proposed to be converted into a permt. is given in the statements at p. of file No. 3486/36-II and p. of file No. 3260/36-II.

Pensionary charges will increase But ~~the~~ this are more than counted by the 16% at his pay.

(iii).....

(iii) As regards the question of scales of pay, please see the note dated the 11-8-41, recorded by the Secy. at p.p158-159 of file No. 3260-II. In almost all the cases old or revised scales as may be admissible and which are already in existence, will be applicable. Proposals for fixing scales of pay where they do not exist will be submitted after Govt. ~~dedicedes~~ decides which of those posts should be made permanent. These proposals will be shown to the F. D. before ~~they~~ they are finally adopted.

(iv) The F. d. also wants information as regards names of karkuns their length of service, etc. it is not clear that Deptt. wants this information in deciding whether a post is required permanently or not. The number of persons as also their names, length of service etc. will depend upon the number of posts which will be finally sactioned on a permanent basis by Govt. Until this is done the local officers will not be able to submit their recommendations. After Govt. has decided the number of posts to be made permt., the local officers will fill in those posts which they are competent to do with due regard to Govt. orders as regards representation of the several committees in Govt. service. Cases which are not incovered by the existing rules, as also those which present difficulties, will automatically come up Before a Govt. for orders. It is therefore, for orders whether the information may be obtained from the local officers and furnished to the F. D.

names of persons would not appear to be necessary in taking a decision in this case.

Work-charged estabt. cases.

3. In the note recorded by the F. D. on the work-charged estabt case, that Deptt. wants information as regards the duties of certain classes of subdtes. viz. Karkums, Measurers, Maistries and Inspectors. These duties have been mentioned in Statement "B" accompanying this note.

I agree that such information ~~no bearing with case.~~ appears to have no bearing on the case

4. That Deptt. has also called for some other detailed information.

Before, however, dealing with the several points raised in the F. D. O. on both cases (i.e. tempy. estabt. and work-charged estabt.) the following general observations will be useful to clear many of the points:—

(a) In the case of works carried out through contractors, it is necy. to have efficient supervision on works. It is also necy. to maintain certain minimum estabt. to carry out departmentally annual repairs to roads, canals, etc. Estabt. employed for this purpose.

has to be.....

has to be continued indefinitely and will, therefore, have to be on a permt. footing, fraction remaining a tempy. estabt. to allow for the expeansion and contraction of work this Department's activities.

Well seen Sir.

(b) Certain works are required to be carried out departmentally. For the execution of these works it is necy. to employ estabt. occassionally. Estabt. exployed for this purpose will be work charged."

(c) The present method ~~of~~ employment of the P. W. D. estabt and its classification is into permt. tempy. and work charged is not accordingly to the code definitions of the ~~turn~~ terms. It was with this object that Govt. decided in 1939 to re-examine the whole question. The detailed examination has revealed that certain posts although classed as tempy. and work charged are in existence for a considerable time. It was, therefore, proposed to classify them correctly now.

(d) The local officers were asked to suggest only those tempy. and work-charged posts for conversion into permt. Ones in which the criteria laid down in F. D. C. M. No. 1787/33, dated the 9-3-39 are satisfied. This Deptt. has further effected a very careful scrutiny and the posts recommended for conversion in statements p. P of file No. 3486/36-II are the minimum necy. in the opinion of this Deptt.

5. The following comments are offered with ref. to the various points raised in para. 3 and 4 of the F. D. O. N. at pp. 299-302 of file No. 3486/36-II.,.

(i) Para 3 of the F. D. O. N. The presumption made in the concluding portion of the F. D. O. N. is confirmed.

(ii) Para 4 of the F. D. O. N. There is no question of creating additional posts. The question is one of correctly classifying the posts which were wrongly classified for a long time and are in fact posts which are required permanently.

certain additional posts are proposed made per

(iii) Para. 5(a) of the F. D. O. N. As explained earlier the local officers have recommended posts which are required permanently and which satisfy the criteria laid down in the F. D. Circular of the 9-3-39. The reason why more posts of surveyors are required in the S. C. and none in the N. C. ~~is that the number of Minor Irrigation works in the S. C.~~

in the N. C. is that the number of Minor Irrign. Works in the S. C. is considerably larger than that in the N.Cn. if the F. D. will state what further infromation is required in this connection it will be obtained from the local officers.

(iv) Para.5 (b) of the F. D. .O. N. The duties of measures are given in Statement B accompanying this note. The old scale of pay for Measurers wa s Rs. 30-0/3-60. In the General case, re: the revision of scales of pay, this Deptt. re commended a scale of Rs. 25-/5/3-55. The F. D. has accepte the proposals, vide that Deptt. note at p. 180 of file No 2427/27-11.

(v) Para. 5 (c) of the F. D. O. N. The duties of inspectors are given in Statement B accompanying this note.
There are no Govt. orders sanctioning the posts of these Inspectors, which are in xistence for over half a century.

(vi) Para. 5 (d) of the F. D. O. N. The presumption made by the F. D. in the earlier portion of this para. is confirmed. In view of the general explanation furnished in para 4(d) above, it is perhaps not necy . to reply to the latter potion.

(vii) Para. 5 (f) of the F. D. O. N. There are at present no permt. tracers in the D.I.C. The 7 tracers proposed to be made permt. in the D.I.C. are according to the requirements of that circle. In recommending the proposal, this Deptt. had in mind the provision of note below rule 89 of the P. W. D. Manual Vol.1.

The D.I.C. has large Dams and canals and car entus are always required for repairs.

(viii) Para 5(g) and (h) of the F. D. O. N. The information required by the F. D. will have to be obtained from the local officers. This will be done if considered necy. In view of the General remarks made in para. 4(d) above.

Other circles have not gathered such wants.

(ix) Para. 6 of the F. D. O. N. At present there are no permanent maistries and karkums under the C. P. H. E. The duties of these subordinates are given in Statement B accompanying this note.

Detailed importance can be obtained later on Id- 1/9.

Tempy. estabt. case.

6. Please see the note recorded by the F. D. at p. 181 -182 if file No. 3260/36.-ii re: conversio of certain posts at present borne on tempy. estabt. into permt pensionable posts.

As regards para 1 5 of the F. D. O. N. at p. 182 of File No. 3260/36.ii It ma y be explaine d each ~~case~~ that the cadre of Overseers is fixed for each circle and not by Dns. The overs. is in charge of a section and the S. E. decideds after taking nto account the actual amount of work in each Dn. how many overseers should be alltted to each Dn. witin the sanctioned cadre. In view of this it s for consideration whether the information required by the F. D . need be obtained from the local officers. It may be explained that it will entail a go d deal of clerical work and might delay the main issue. After the F. D. has accepted the main principle it will be a matter of detail and if F. D. requires information for a particular class of subdt es., it will be fu nished.

I think so. yes

yes

7. On receipt of orders on the above paras necy further action will be taken.

This information is asked for by F. D. from a misunderstanding position . It is not particular posts which will be make permanent but a proportion of the Overseer Tempy. Overseer and permanent etc with staff do the same work and transfer to different posts or changes will still be made The proposal is not to make all permanent to allow for any future reduction in posts.

Through A. E.

Id/-

21-8-42.

Svrv.

Margins it is difficult to see how this case can ever proceed further of the attitude shown in F. D. note is mentioned F. D. seems to need to understand the duties of each type of establishment, the basis on which S. E's have made this defferent recommendations etc. F. D. may I think be asked to note that D. I. C. is an Irrigation circle with Major canals in it. Some kinds of establishment is peculiar to this Circle, and it is not extraordinary that they are not found in others.

The basis on which the appointment S. Es. have made their recommendations does not matter as the proposals made be made finally in this office after careful scrutiny it will be seen that in almost all cases only a proportion of each type is purposed to be as permanent. I cannot see that any further information is required. As the case deals with existing conditions, the men are all employed have been for years, No explanation of why they are necessary or why their services are required therefore seem to appear the case.

4 The disparity between recommendations in different Circles is based on a knowledge of the requirements and nature of work on which employed I cannot understand why we should asked to explain why it is not propose to make coolies in C. L. Permanent.

U. O. to F. D. Dated 12th Sept. 1942.

Id/-

9/9

Svrv.

Finance Department.

Attention is invited to:—

(1) F. D. notes at pp. 283-290 of P. W. D. File No. 3486/36-11

(2) P. W. D. ,, ,, p.p. 293-297 ,, -do- -do-

(3) F. D. ,, ,, p.p. 297-306 ,, -do- -do-

(4) F. D. ,, ,, p.p. 181-182 ,, P. W. D. File No. 3260/36-11

(5) the notes from p. 1. ante.

2. The P. W. D. was asked, inter allia, to elucidate the following points:—

(i) Whether the specific works for which work-charged estabt. is employed, cannot be carried out through the agency of contractors instead of through the departmental agency, with a view to reduce the number of persons required for continuous employment from job to job and consequently to reduce the number of persons to be brought on the permanent estabt. In this connection it is desirable to have information re: the policy of other Provl. Govts., viz., Madras and the Punjab, in the matter of employing contractors;

(ii) whether the work-charged estabt. proposed to be made permanent is the absolute minimum based on the expenditure from the smallest grants for works and cur ent repairs and maintaenance, placed at the disposal of the P. W. D. in any of the past 15 years;

(iii) whether the proportion of the estabt. proposed to be made permanent can be regarded as reasonable having regard to the requirements of the P. W. D. and making due allowance for the necessity of contraction in difficult times of financial stringency. In this connection it is desirable to have similar information from the Punjab and Madras Provinces for purposes of comparaison;

(iv) it appears from the P. W. D. notes that nearly 75 % of the total work-charged estabt. of the P. W. D. was misclassified as such for 'accounts purposes'. Did not this wholesale misclassification come into notice before and if it did, why that estabt. was continued to be so classified;

(v) what are the payscales proposed for the temporary as well as work-charged estabt. which are to be brought on the permanent estabt; and

(vi) what are the particular posts proposed to be made permanent in each.....

in each Division and the existing rates of pay sanctioned for them and the revised rates of pay proposed on basis of permanent status.

3. Item (i) in para 2 above:- The P. W. D. states that it was decided as late as January 1941 that the responsibility for the maintenance of residential and non-residential buildings and also roads should vest finally with the P. W. D. Hence it is proposed not to re-open the question whether specific works for which work-charged establishment is employed, should be carried out through the agency of contractors or through departmental agency. Also that Deptt. does not propose to call for any information in the matter from other Provl. Govts., viz., Madras and the Pubjab.

4. Items (ii) and (iii) in para 2 above:-

The P. W. D. states that as Sind formed part of the Bombay Province prior to 1936, the figures of expenditure prior to that year will be combined for the present Provinces of Bombay and Sind and hence no useful purpose will be served by collecting those figures. That Deptt. has put up a statement showing the works outlay and cost of estabt. during the years 1936-37 to 1940-41, together with the percentage of estabt. charges to works expenditure. During the four years the smallest amount for works outlay was 98.16 in the year 1936-37. That Deptt. further states that regarding the employment of minimum estabt., local officers were already asked to take into account the criteria laid down in G. C., F. D., No. 1787/33, dated 9-3-39. (viz., that only such posts which are really required on a permanent basis, with due regard to para 87 of the P. W. D. Manual, should be recommended for making permanent), while proposing to make permanent either the work-

charged or temporary estsbt. and that that Deptt. has scrutinised the officers' proposals and recommended for making permanent only the minimum necessary.

5. Item (iv) in para. 2 above:-

The P. W. D. states that the present method of classifying the P. W. D. estabt. into permanent, temporary and work-charged is not according to the code definitions of the terms and hence it is now proposed to classify the estant. correctly. Apparently the misclassification did not come to notice before.

6. Item (v) and (vi) in para 2 above:-

Under paras 3 and 5 of F. D. note dated 27-12-41 (at pp. 181-182 of P. W. D. File No. 3260/36-11) , the P. W. D. was asked to specify clearly the particular posts proposed to be made permanent in each Division and also their existing rates of pay along with the revised rates of pay proposed on basis of permanent status. The P. W. D. states that ~~that~~ the information will have to be obtained from the local officers and that it will entail a good deal of clerical work and might delay the main issue: vide para. 6 of the P. W. D. office note and that Deptt. Secy. as marginal note at p. 23 ante. The P. W. D. has explained at portion 'B' on p. 20 ante, that in almost all cases, old or revised scales as may be admissible, will be applied and that proposals for fixing scales of pay where they do not exist, will be shown to F. D. before they are finally adopted. That Deptt. also states that there will be no extra cost to Govt. in converting the temporary estabt. into permanent one, as the pay of temporary men brought on permanent estabt. will be reduced by the usual 16 % cut and that this saving in pay will counterbalance the extra cost involved in the leave and pensionary charges of the proposed estabt. to be made permanent.

Vide portions 'A' and 'C-C' at pp. 134-135 of P.W.D. File No. 3260/36-11 and Secy. P. W. D.'s marginal note on p. 20 ante also

The information at 'A' above, was called for by this Dept. with a view to have a clear idea of the extra cost involved in the proposals under consideration by comparing the existing cost of the temporary and work-charged estabt. with the cost of the same establishments when they are made permanent. Unless the payscales of the posts to be made permanent are decided, it will not be possible to calculate the saving to Govt. in the matter of pay of the persons concerned and to work out the extra cost on account of the leave and pensionry liability of Govt. in converting the temporary posts into permanent ones

It is.....

It is therefore for consideration whether this Deptt. should insist on having definite information regarding payscales of the posts, before agreeing to make them permanent.

7. As regards items (a) to (i) of para 8 of F. D. note dated 6-11-41 at pp. 299-302 of P. W. D. File No. 3486/36-11, regarding certain posts in the work-charged establishement, please see pp. 17-18 ante and the P. W. D. notes at pp. 21-24 ante. The explanation given by the P. W. D. in respect of all these items, may perhaps to be accepted.

8. The following statement shows the number of temporary posts, etc., proposed to be made permanent, and the annual cost of such establishment:—

Temporary Establishment.

Total number of posts.		Number to be made permanent, as recommended by the P.W.D.		Annual pay cost of the estabt. proposed to be made permanent.	
Superior	Inferior.	Superior	Inferior	Superior	Inferior.
				Rs.	Rs.
756	777	455	422	3,19,000	83,000m

Work-charged Establishment.

Total number of posts.	~~Number to be made permanent, as recommended by the P.W.D.~~ Number to be proposed to be continued on work-charged estabt.	Number proposed to be made permanent and its annual pay cost.		Number proposed to be brought on the temporary estabt. and its annual cost.	
		Number	Cost. Rs.	Number	Cost. Rs.
2,481	680	1,343	4,45,000	425	1,10,000.

	Superior	Inferior.
The percentage of the Temporary posts which are proposed to be made permanent.	60 %	54 %.
	Temporary.	Permanent.
The percentage of the Work-charged estabt. which is proposed to be brought on tempy. estabt and to be made permanent.	17 %	54 %.

9. It is for consideration whether the proposed percentage of temporary. and work-charged estabt. to be made permanent should be agreed to by this Deptt. or whether we should suggest that in the first instance only half of the proposed estabt. should be made permanent and that the

question.....

question of making permanent the remaining half may be taken up after a period of three years. If approved, the P. W. D. may be requested to put up a new item of expenditure for 1943-44 in respect of the estabt. to be made permanent and part of the work-charged ~~est-ablis~~ estabt. to be brought on temporary estabt. That Deptt. may also be requested to make difinite proposals as early as possible regarding payscales to be given to the various categories of men to be brought on temporary or permanent establishment.

Attention is invited to :

(i) para. 6 of the F. D. office note dated ~~31-7-41~~.,

(ii) para. 5 of the Dy. Secy's (Mr. ~~Kengarle~~ Shankar's) note dated 11-8-41 and

(iii) para. 6 of the Secy's (Mr. Kengar's) note dated ~~22-8-42~~.) at pages 286-289 in F. W. D. file 3496/36-II. The F. W. D. has offered no remarks on the F. D's view regarding counting of previous service of work-charged personnel towards pension. The extra cost to Govt. On account of leave and pension charges when temporary and work-charged estabts. are made permanent will be considerable. In the absence of definite information from the F. W. D. regarding scales of pay to be given to the men concerned on being made permanent and the periods of service to be allowed to count for pension etc ~~at~~ it will not be possible to give an estimate about the extra cost to Govt. It may be noted that men on temporary estabt. get certain leave with pay even at present. A rough estimate of the cost is however given below.

Total cost on account of pay of temporary and work charged estabt. proposed to be made permanent.	Cost of pension at 18.66 % (rate suggested by Mr. Tennant formerly A. G., Bombay.)	Cost of leave at 11 % Foreign service rate for purposes of Revised leave Rules.)
Rs. 8,47,000	Rs. 1,58,000	Rs. 93,000.

Total pension and leave charges : Rs. 2,51,000 p. a.

The P. W. D. has stated that the pension charges will be ~~the P. W. D. has stated that the pension charges will~~ be covered by saving in pay charges on account of the 16 % cut. It is doubtful whether this cut will be applied in all cases. Even then there will be extra cost on account of leave. The proposals in these papers are therefore bound to involve considerable additional cost to Govt.

So far.....

So far as temporary estabt. proposed to be made permanent is concerned, provn. therefore has been included in part II-A estimtes of the next year and F. D. orders thereon have already been communicated to the P. W. D. . If it is decided to make a portion of the tempy. estabt. permanent in the next financial year and to reduce the pay therefore by 16 % or whatever higher percentage that may be fixed by Govt. it will be necessary to ~~propose a lump~~ to the amount of the lump cut ~~shall~~ should be specified in the main item statement to propose ~~reduced~~ a lump cut in the total estimate of the P. W. D. estabt. under '50-C.-WW' in account of such reduction in pay ; and for the work-charged estabt. proposed to be brought on the tempy. or permanent estabt. it will be necessary to specify in the new item therefore the amount to be added to the next years estimate of the P. W. D. estabt. in the event of the new item being finally sanctioned.

Id/-
19-11-42.

Evrv/

Finance Department.

This is a very complicated case and has come up at a time when there is now little margin left for new item statements to be prepared on fully explanatory basis.

2. It will be seen from the office note within that the answers to the various queries put to the Public Works Department (Vide para 2 of the office note above) would have been very useful to the F. D. in arriving at a decision as to the requirements in respect of the number of posts to be made permanent and the financial liability involved in the change. The P. W. D. however, does not wish to make any elaborate inquiries and it has stated generally that the information already supplied took into account some of the relevant points on which F. D's scrutiny would most be needed.

3. Para 8 of the office note gives a rough calculation as regards the probable effect of the proposal made by the P. W. D. , but when establishments are to be made permanent, the permanent pay scales are required to be fixed and, therefore, it would be very convenient if the P. W. D. can furnish the information at least at "A" and "B" in the office note dated 16th November.

4. I may invite attention to a somewhat similar proposal brought in as new item for the year 1939-40, viz., new items Nos. 96 and 97 at pages 240-242 in the Budget Memorandum of that year. It will be seen from the new items that the scales of pay for each class of clerks and servants were definitely specified in the new item, and this information will be essentially necessary in respect of the proposals in the present papers.

5. The P. W. D. may, therefore, be requested to prepare very urgently definite proposals in the shape of new items on the lines of the new items prepared in 1939-40 and to forward it to this Department as urgently as possible so as to enable the F. D. to get it scrutinised and printed in sufficient time for the meeting of the Secretaries fixed ((in the calendar) on 9th December 1942.

Id/- 20/11 Nvrv.

F. D. accepts in principle that all the temporary and work-charged posts which, after expert examination, P. W. D. has proposed for conversion into permanent posts, and all work-charged posts which, after similar examination, it has proposed for conversion into

Temporary.....

temporary posts, should be so converted. F. D. also waives all claims for further information, except in so far as such information is relevant to a state ment of cost in regard to a new item of expenditure. Before such a statement can be prepared, two points required to be settled in consultation with F. D. :—

(i) Revised pay-scales for different classes of posts,,
and
(ii) whether, and if so, in what manner, the previous service of work-charged personnel should count for pension.

Proposals on these points may therefore now be made by P. W. D. and a statement of the cost of the proposals at the same time furnished. 1) That this cost would include not only pension charges but also the recurring cost involved in the leave terms applicable once the proposed conversion is given effect to, and (2) that the additional recurring cost would be considerable unless the revised pay-scale are fixed substantially (and not necessarily by 16 % only) lower than the existing pay-scales, is indivated in the F. D. office note.

2. The setttlement of these details will, I am afraid, itself take considerable time— the P. W. D. is yet to consider the question of pay-scales: vide Secy. P. W. D.'s note on pp. 158-159 of File No. 3260/36-II— and I doubt the feasibility of this being included in the new items proposed for next year's budget.

3. For the purposes of a new item statement it will, of course, be necessary to mention in sufficient detail the particular posts proposed for conversion.

Id/-
20/11/42.

U. O. R. to the P. W. D. dated 21st November 1942.

Id/-
21/11

Evrv.

Superior and inferior Establishement proposed to be brought on permanent establishments under the major head 50 Civil Works and for which revised scales of pay already exist.

Designation.	Number of posts. Temporary.	Work-charged.	Annual average cost. Rs.
Overseers & Surveyors. (Revised scale Rs. 54-4-90 E.B.-4-130 E.B. 5-150-Average cost Rs. 98).			
Northern Circle.	1	—	
Southern Circle.	5	9	
Deccan Irrigation Circle.	15	3	
Total	21	12	38,808.
Mechanical Overseers. (Revised scale Rs. 60-5-120-8-200- Average cost Rs. 124.)			
Daguri.	2	—	
Total	2	—	2,976.
Fore man (Revised scale Rs. 60-5/2-100-E.B.-105-5-150- Average cost cost Rs. 99.)			
Daguri Sub-Division.			
Machine shop Foreman.	1	—	
Pattern foreman.	1	—	
Structural Foreman.	1	—	
~~Spindru~~ Foundry Foreman.	1	—	
Total	4	—	4,752.
Draftsmen (Revised scale Rs. 90-5/2-140-Average cost Rs. 114)			
Northern Circle	1	—	
Deccan Irrigation Circle.	1	—	
Central Circle.	1	—	
Total	3	—	4,104
Assistant Draftsmen (Revised scale Rs. 50-5/2-90 Average Cost Rs. 73)			
Southern Cicle.	2	—	
Deccan Irrigation Circle.	2	—	
Total.	4	—	3,504.
Tracers & Computers (Revised Scale Rs. 25-2-55-3-70 Average cost Rs. 48.)			
Northern Circle.	4	—	
Southern Circle.	3	—	
Deccan Irrigation Circle.	20	7	
Central Circle.	13	—	
Total	40	7	27,072
	66		

Designation.	No. of posts. Temporary	Work-charged.	Annual average cost Rs.
Assistant Store-keepers. (Revised scale Rs. 25-5/2-65-Average cost Rs. 47.)			
Central Circles.	3	—	
Total	3	—	1,692
Clerks (Divl) (Revised scale Rs. 25-5/2-65 Average cost Rs. 47.)			
Northern Circle.	17	—	
Southern Circle.	4	—	
Deccan Irrigation Circle.	18	—	
Central Circle.	9	—	
Total.	48	—	27,072
Sub-Divisional Clerks. (Revised scale Rs. 25-5/3-175- Average cost Rs. 42.			
Dapuri.	3	—	
Toatal	3	—	1,512
Defterias. (Revised scale Rs. 25-1/2-35- Average cost Rs. 30)			
Northern Circle.	3	—	
Southern Circle	4	—	
Total	7	—	2,520.
Inferior Servants. (Peons, Chowkidars, Watchmen & Darwan)			
Bombay 23; Poona etc. 18,17; Other places. 14,13			
Northern Circle.	13	171	
Southern Circle.	2	131	
Deccan Irrigation Circle.	16+67 *	108	
Central Circle.	27+15 *	119	
Dapuri	4		
Total	62+82	529	1,37,192
Grand Total.	279	548	2,51,204.

* Under "XVII" Irrigation".

Id/-
4-12-42.

Evrv.

Superior and Inferior establishment proposed to be made permanent under the Consulting Public Health Engineer to Government for which revised scales of pay already exist.

Post.	No. of posts. Temporary.	Work-charged.	Annual average cost. Rs.
Mechanical Overseer- Boring section (Rs. 170-10- 250-E.B.- 265-15-400- Average cost Rs. 290).	1	—	
	1	—	3,480.
Mechanical Asstt. (Revised scale Rs. 100-10-190-E.B.-12-310-Average cost Rs. 203) Poona Water Works Sub-Division.	1	—	
	1	—	2,436.
Overseer (Revised scale Rs. 54-4-90 E.B.-4-130-E.B.-5-150 Average cost Rs. 98)			
C.P. H.E's Office.	1	1	
Poona Water Works Sub-Division.	4	—	
	5	1	7,056
Clerks (Divisional revised scale Rs. 25-5/2-65-Average cost Rs. 47) (Sub-Divisional scale Rs. 25-5/ 3-75-Average cost Rs. 42).			
Divisional.	2	—	
Sub-Divisional	3	—	
	5	—	2,640
Asstt. Draftsman (Revised scale Rs. 50/-5/2-90- Average cost Rs. 73)	1	-	
	1	-	876
Tracer. (Revised scale Rs. 25-2-55- 3-70- Average cost Rs. 48	1	-	
	1	-	576
Asstt/ Storekeeper (Revised scale Rs. 25-5/2-65- Average cost Rs. 47.	1	-	
	1	-	564
Dafteri (Revised scale Rs. 25-1/2-35- Average cost Rs. 30)	1	—	
	1	-	360
Inferior Servants.			
C.P.H.E.	1	-	
Poona Water Works Sub-Dn.	5	-	
	6	—	1,152
Total.	22	1	19,140.

Evrv.

Statement showing the number of posts on the temporary and work-charged establishment to be brought on permanent establishment.

Number of posts.	Scale of pay.	Average Annual cost Rs.
1 Mechanical Engr. (Boring Section.)	170-10-250-E-B 3-065-15-400	3,480
1 Mechanical Asstt.	100-10-190-E.B 10-310	2,436
39 Overseers & Surveyors.	34-4-90-E-B-4 130-E-B-5-150	45,864
2 Mechanical Overseers.	60-5-120-E-200	2,976.
4 Foremen.	60-5/2-100-105-5-150	4,752.
56 Clerks 50 Divisional 6 Sub-Divisional	25-5/2/65 25-5/3-75	28,200 3,084.
3 Draftsmen.	80-5/2-140	4,104.
5 Asstt. Draftsmen.	50-5/2-90	4,380.
48 Tracers & Computers.	25-2-55-3-70	27,648
4. Asstt. Storekeepers.	25-5/2-65	2,256
8. Draftsmen.	25-1/2-35.	2,880
679 Inferior servants.	----	1,38,444
Total		2,70,444 -

Debitable to "XVII-Irrigation, etc.	Number of posts.	Rs.
	82	16,728
39 Public Health.	23	19,140
90 Civil Works.	745	2,34,576
	880	2,70,444.
~~Temporary Establishment~~ (~~[illegible]~~ Posts.)		38000
		3,08,444
		3,08,900.

Serv.

Recurrent Rs.	36,000	Non-recurrent Rs.	Nil
Total Rs.	36,000	Ultimate Annual recurrent Rs.	3,08,500

Item No. Conversion of certain temporary and work-charged posts in the Public Works Department into permanent pensionable or temporary posts.

Remarks. Government decided in March 1939 to extend the benefits ~~or~~ of leave, pension, gratuity and Provident Fund to such of its subordinates whose posts were required permanently. In the P. W. D. ~~many~~ many posts were continued from year to year either on the temporary or the work-charged establishment, although they should have really formed part of the permanent pensionable establishment. Repeated requests were received from such subordinates through their recognised Associations in this matter. After detailed examination of the reports submitted by local officers, it is considered that 2,220 posts (877 on the temporary establishment and 1,343 on the work-charged establishment), which are at present either borne on the temporary or work-charged establishment under the local officers, satisfied the criteria laid down by Government for conversion of their posts into permanent pensionable posts

In certain cases revised scales of pay are already in existence for the corresponding permanent establishment while in others the question of fixing suitable revised scales of pay for different posts was held up being linked with the general question of conversion of those posts into permanent posts. The question of fixing scales of pay in cases in which they have not been so far sanctioned has been taken up separately. In the meantime it is proposed to convert 850 posts, (301 on temporary establishment and 549 ~~on~~ on work-charged establishment) as per accompanying statement into permanent pensionable posts.

In respect of posts which are at present borne on the temporary establishment there will be no extra cost to Govt. on account of the pay of the temporary subordinates to be appointed to permanent posts as t their pays will be regulated in the prescribed scales admissible to them. On the contrary there will be some saving to Government as their pays will be subjected to percentage reduction on their appointment to the permanent establishment in accordance with the general orders of Government.

In respect of .....

In respect of persons at present borne on the work-charged establishment, their pay was hitherto debited to ~~charged establishment, their pay was h~~) works and was thus included in the grant for works. On their appointment to the permanent establishment their pays will be debited to the regular estabt.

As in the case of temporary subordinates the pays on members of the work-charged establishment on their apptt. to the present estabt. will also be subjected to the percentage cut according to the general orders of Government.

There will, however, be some extra cost on account of leave and pensionary charges of the subordinates proposed to be made permanent. This is estimated to amount to Rs. 60,200 (Rs. 30,500 for pensionary charges and Rs. 29,700 for leave charges) per annum ultimately.

It is also proposed that certain members of the work-charged establishment should be brought on to the temporary establishment. Except in respect of two surveyors, six tracers and 158 inferior servants, no scales have so far been fixed for the several work-charged posts recommended for being brought on to the temporary establishment. It is, therefore, proposed that for the present 166 members of the work-charged establishment referred to above should be brought on to the temporary establishment. The annual cost on account of bringing these persons on to the temporary establishment will be Rs. 38,000. ~~in these~~ As these subordinates are being brought on to the temporary establishment there is no pensionary liability to Government.

The ultimate annual recurring cost to Government in respect of the proposals made above amounts to Rs. 3,08,500 distributed between the major heads 'XVII' '39 -P. H.' & '50-C.W.' as shown below:-

XVII Irrign. etc.		16,700 Rs.
39 Public Health &		19,100
50- Civil Works,		2,72,700
	Total	3,08,500.

Ld/-
6/10

Office note.

3260/36

F. W. D.

~~Office note.~~

The F.D. has agreed in principle to the proposal made by this Deptt. to convert 2,220 posts at present borne on the temp. and work-charged Estabt. into permanent posts. The estimated annual cost of this estabt. is about Rs. 8.87 lakhs. The Deptt. has also accepted in principle the proposal to convert 425 posts at present borne on work-charged estabt. into temp. posts. The annual cost of that estabt. is about Rs. 1.10 lakhs. That Deptt. however wants to settle the following points in consultation with it before a new item statement is put up for the approval of Govt.:—

(i) Fixing the revised scale of pay for different classes of posts, for which no such scales exist at present; and

(ii) Treatment of the previous work-charged service for purposes of pension in case of members of the work-charged estabt. which are to be brought on the permanent estabt.

As pointed out in para 2 of the Jt. Secy., F. D's. note, the final settlement of these two points will take considerable time which means that new item statements for the full estabt. recommended by this Deptt. and accepted by F. D. cannot be considered in the Budget Meeting which is to take place on the 9th Decr. 1942. The statement below gives an idea of the proposed conversion of the posts at present borne on the Temp. or work-charged estabt. into ~~Permanent~~ Temporary.

	No to be made ~~permanent~~ permanent	~~Temp.~~ Temporary.	Annual cost in lakhs of Rs.
(i) S. Es. of Circles			
Temporary.	195	—	1.27
~~W~~ Work-charged.	1,179	385	4.52
(ii) C.P.H.E. to Govt.			
Temporary.	51	—	0.54
Work-charged.	124	40	0.74
(iii) Xl. Engr. to Govt.			
Work Charged.	40	—	0.29
(iv) Dir. D. D. Chawls.			
Temporary.	42	—	0.31
(v) Temp. Rev.& Survey Estabt.			
Temporary.	589	—	1.90
Total	2,220	425	9.57(402 5.55.

In respect of posts at present borne on the tempy. estabt. there will be no extra cost to Govt. as their pays are already included in the Budget. On the contrary there will be a saving to Govt. by effecting % reduction cut as is admissible under the existing rules of Govt.
In the case of persons borne on work-charged estabt. there will also be no extra cost to Govt. as their pays were till now included in "Works expendre." Their pays will also be subjected to percentage reduction on their apptt. to the permanent estabt.

There will be leave and pensionary liabilities, in respect of the above establishment.

2. The courses are, however, open viz.-

(1) to put up a new item statement in respect of such estabt. for which corresponding scales of pay are already in existence and for the remaining estabt. a supplementary grant to be obtained during the course of the year;

(2) to put up a lump sum as a new item in respect of all the estabt. recommended by this Deptt. and takes up simultaneously the question of fixing pay scales in cases in which they do not exist. The posts, for which no pay scales are in existence now will not be sanctioned until pay scales are finally fixed for them in consultation with the F. D.

3. The question of treatment of previous work-charged service to be counted towards pension will in any case be taken up after the above proposals are sanctioned. As it is proposed to include in the new item statement the leave and pensionary charges as suggested by the F. D. at/ p. ante, it does not seem necy. to hold up the general question on this account. In respect of Sub- Dnl. clerks brought on permanent estabt. the question of counting their previous work-charged services for pension was taken up after the new item was passed.

4. Course No. 2(1). There are at present 850 posts (301 on tempy. estabt. and 549 on work-charged estabt.) for which corresponding revised scales of pay are already in existence or have been sanctioned in consultation with the F. D. recently. A new item statement in respect of these posts is put up for approval.

5.....

(41)

5. In the office note at pp. of file No. 3260/36-II. certain pay scales have been discussed but further consideration of the question was held up. This question will be taken up hereafter.

6. The posts for which no pay will be found in statement IV at p. of file No, 3486/36-II. Mosts of these posts are isolated posts. The question of fixing p at scale for these posts will be taken hereafter, as stated in para. 5 of the O. N. above.

7. Course No. 2 (2) Please see statement at the end of para. 1 above. There will be no additional cost on account fo the pays of tempy. subordinates as already explained. The cost of the work charged estabt. which was hitherto included in 'Works" will now be debited to regualr estabt. This cost will approximately be Rs. 5 lakhs . Out of this estabt. costing about Rs. 1 lakh will be on tempy. estabt. There will not be any pensionary liability in respect of this estabt. As pointed out by the F. D. at p. ante the cost on account of leave and pensionary charges will be Rs. 2.51 lakhs for the full estabt. Thus a new it ems statement for a lump sum of Rs. 5 lakhs for pay of subordiantes to be made pt./temporary will be required to be put up. This will exclude an amount of Rs. 2.51 lakhs for leave and pensionary charges.

8. These papers will be refd. u.o. to the F. D. with a request to that this as immediate.

I agree

Id/-
5-12-42

Id/-
5/12.

I Know the course No. 2 (2) desirable. Immediate.

U, O. to the F. D. with file No. 3286/36-II / 3260/36 II , dated, the 5-12-42.

Finance Department.

Submitted with reference to the joint Secy.'s note dated 20-11-42 The P. W. D. was asked to settle the following points in consultation with the F. D., before putting up a new item statement re: conversion of certain tempy. and work-charged posts into permanent pensionable or temporary posts:—

(i) Revised scales of pay for different classes of posts to be brought on permanent or temporary establishment, and

(ii) Whether, and if so., in what manner the previous service of work-charged personnel should count for pension .

2.....

2. The P. W. D. however, desire that pending consideration of both the points (which is likely to take considerabt time), ~~as both the~~ a new item statement should be included in the budget for 1942-44 showing therein approximate lump sum * expenditure in respect of the temporary and work-charged estabt. proposed by that Deptt. to be made permanent or temporary. There seems no objection to this course being adopted, if no orders are issued sanctioning conversion of the temporary and work-charge posts into permanent or temporary posts until a decision is * arrived at on the first point mentioned in para.1 above. Point *(2) above will no doubt, be considered by the P. W. D. side by side with point (1).

	Rs. in lakhs.
Cost of estt.	9.57
Pension & leave charges.	2.31

In the new item statement to be prepared by the P. W. D. the cost of work-charged estabt. to be made permanent or temporary which will have to be added to the next year's estimates may please be shown separately by the major heads etc. concerned. Likewise the decrease to be made in the estimates already adopted to the reduction in pay on account of temporary estabt. to be made permanent should be shown by Major head of account.

IA/-
7/12/42.

IA/-
7/12

This is too late. The revised scale have not been examined by the office nor compared by the P. W. D. with old scales, hence how much deduction from the old scale has been effected is not clear.

4. H. E. has directed that the case should be taken up (p.1)). This does not mean that the case should be taken up at once as a new item without examination. There appears to be no very great urgency in this matter since for years together the position is what it is today, so that it can remain so for one year more.

3. If however a new item is to be put in with a lump provision, we shall have to show it as "under objection". The P. W. D. will after drafting the new item have to give us at once the details the information mentioned in the last para of the office note above . If the lump provision in the new item is to be adopted, the P. W. D. may be requested to draft such a new item statement at once and to send it to the F. D. before tomorrow morning at the latest.

IA/-
Pt. Secy.
7/12.

I am not prepared to accept that where revised pay scale (for corresponding permanent estt.) are already in either existence there should necessarily appr. to the staff proposed for conversion. A review of all the implications, including their total leave and ~~pensa~~ pensionary charges, major will indicate a further revision of those peculiar pay scales.

I am also not prepared to accept, without detailed scrutiny ~~thinking~~ in F. D., the figures of estimates cost given to F. W. D. to the draft new item statement.

* the proposal having been accepted in principle

That statement can of course be placed before the Secretaries meeting, marked * not examine ~~ed~~ To F. D. * , if F. W. D. to desire.

Id/-
8/12

U. O. N. to the F. W. D. dated 7/12/42. with p.p. as at 'A'

Id/-
8/12.

Id/-
8/12

(A. N.)

Submittal.

2 In view of the Secy's instruction a new item statement is put up for approval.

3. As the F. D. requires the new item statement immediately, the detailed information reqd. by that Deptt. will be furnished later.

Id/-
8/12/42

Id/-
8/12.

Items not examined by Finance Department.

Recurrent	Rs. 1,10,000	Non-recurrent Rs.	Nil
Total	Rs. 1,10,000	Ultimate Annual recurrent.	Rs. 9,37,000

Item No. Conversion of certain temporary and work-charged posts in the Public Works Department into permanent pensionable or temporary posts.

Remarks. Government decided in March 1939 to extend the benefits of leave, pension, gratuity and Provident Fund to such of its subordinates whose posts were required permanently. In the Public Works Department many posts were continued from year to year either on the temporary or the work-charged establishment, although they should have really formed part of the permanent pensionable establishment. Repeated requests were received from such subordinates through their recognised Associations in this matter. After detailed examination of the reports submitted by local officers, it is considered that 2,220 posts (877 on the temporary establishment and 1,343 on the work-charged establishment), which are at present either borne on the temporary or work-charged establishment under the local officers, satisfied the criteria laid down by Government for conversion of their posts into permanent pensionable posts. The Finance Department has accepted the above proposals in principle.

2. In certain case revised scales of pay are already in existence for the corresponding permanent establishment. These posts are 850 in number (301 on temporary establishment and 549 on work-charged establishment) and their annual cost, excluding leave and pensionary charges, is approximately Rs. 2.7 lakhs. For the remaining 1,370 posts (576 on temporary establishment and 794 on work-charged establishment) revised scales of pay have not been sanctioned so far. The question of sanctioning the revised scales of pay for them has been taken up separately. In the meantime it is proposed to convert the 2,220 posts referred to in paragraph 1 above into permanent pensionable posts.

3. In respect of posts which are at present borne on the temporary establishment there will be no extra cost to Government on account of the pay of the temporary subordinates to be appointed to permanent posts as their pays will be regulated in the prescribed scale and

admissible to them. On the contrary there will be some saving to Government as their pays will be subjected to percentage reduction on their appointment to the permanent establishment in accordance with the general orders of Government.

4. In respect of persons at present borne on the work-charged establishment, their pay was hitherto debited to works and was thus included in the grant for works. On their appointment to the permanent establishment, their pays will be debited to the regular establishment. As in the case of temporary subordinates the pays of members of the work-charged establishment, on their appointment to the permanent establishment, will also be subjected to the percentage cut according to the general orders of Government.

5. There will, however, be some extra cost on account of leave and pensionary charges of the subordinates proposed to be made permanent. This is estimated to amount to Rs. 2,51,000 (Rs. 1,58,000 for pensionary charges and Rs. 93,000 for leave charges) per annum ultimately.

6. It is also proposed that 425 members of the work-charged establishment should be brought on to the temporary establishment. Except in respect of two surveyors, six tracers and 150 inferior servants, on scales have so far been fixed for the several work-charged posts recommended for being brought on to the temporary establishment. The question of fixing pay scales for the remaining 259 subordinates has also been taken up separately along with the general question referred to in paragraph 1 above. The annual cost on account of bringing these 425 members of the work-charged establishment on to the temporary establishment will be Rs. 1,10,000. As these subordinates are being brought on to the temporary establishment there is no pensionary liability to Government.

Id/-
8/12

Below two item Government regarding Conversion of certain temporary and work-charged posts in the Public Works Department into pensionable or temporary posts.

No. [illegible] C.

Public Works Department,

Bombay Castle, 6th December 1942.

Forwarded to the Finance Department with a request that the [illegible] item should be included in the Sec items which are to be discussed in the Secretaries meeting to be held on the 9th December 1942.

By order of the Governor of Bombay,

Assistant Secretary to the Government of Bombay,
Public Works Department.

Encs.

Resubmitted for information after issue.

Idl-
8-12-42

Statement showing pay-scale for certain classes of Establishment proposed to be brought on temporary or permanent establishment. Statement II

S. No.	Classes of Estabt.	No. of posts. Permanent Proposed to be made.	No. of posts. Temporary. Proposed to be made.	Scale recommended by Local Officers. Rs.	Scale proposed by Dy. Secy. Rs.	Remarks	Ar. cost of scale proposed. Rs. p. m.	Annual average cost. Rs.	Secretary's order
	RWII Engg.								
2.	Classifier Temp.	3	—	150-5-200	110-6-150 ~~[illegible]~~	Please see para. 51 on page. 152 of file No. 3260/36-II. Scale previously examined by F. D. — file 2427/27-II page 336.	137	1,644.	Examined by F. D.
2.	Fieldman. Temp.	3	—	30-5/2-40	30-5/2-40	Please see para 52 of file No. 3260/36-II p. 152 Scale not examined by the F. D.			
3.	Laboratory Asstt. Temp.	1	—	Dul. of Sub-Ra. Ra.	Dul. & Subadal(40)		35	2,640	I agree with Dy S
4	Karkun- Temp.	90	—	25-3/2-60 D.I.C.	25-5/2-60.				
	Work charged.	337	109.	25-5/3-60 C.C. Sectional sta. 20-2/2-40 D. I. C. 20-2-35 DIC 30-2-40 DIC. 20-2-40 C.C. 20-2/3-36 CIC.	Sectional (496) 20-2/2-40.	Please see para . 47 at pp. 150-151 of file No. 3260/36- Part II. Scale not examined by Finance Department.	45 30	21,600 18,000 1,60,560.	—do— —do—
5.	Resources. —								
	Temporary	40	—	Sectl. 20-2-40 5/3-40		Please see para 48 at p. 151 of file No. 3260/36 pt.II. Scale previously examined estabt. by F.D. Vide file No. 2427/27- part II p. 180	41	19,680 11,808	Ap; F. D
	Workcharged	20	4	Chief. 25-5/3-35 DIC 25-5/3-50 C.C. 25-5/3-55 S.C.	25- 5/3-55.				

49

6.	Inspectors-Temporary.	84	—	84	—	35-2-60 Canal 25-1-55 25-5/3-60	40-2-60 Canal 25-1-50	(22)	Please see para. 49 at p. 151 of file No. 3260/36-11 Scale previously examined by F. D.-vide file No. 2627/27-11 page 320	52 1,872
										36 34,992
7.	Signallers. Temp.	56	—			30-2-50-1-60	30-2-50-1-60		Pl. see para 50 at page 151-152 of file No. 3260/36-11. Scale previously approved by F. D. Vide file 2627/27-11, page 251	45 30,240
										[illegible]
8.	Pathanies. Temp.	82	—			15-2/2-21-2-25 B.I.C. 13-1/2- 25C.C.	15-2/2-21-2-25		Please see para. 53 at page 152-153 of file No. 3260/36-Pt. 11. Scale not Examined by F. D.	21 20,664
9.	Sluice Keepers. Temp.	19	—			13-1/2-20DEC. 14,13 C. C.	13-1/2-20			37 3,876
10	Kayman. Temp.	21	—			13-1/2-20 DEC 18,17 C. C.	13-1/2-20			37 4,284
11.	Bhisties. Temporary.	4				18-1-30 B.I.C.	18-1-30			25 1,200
12	Bhaists Temp. Work-charged.	57 7	4	—		13-1/2-18 DEC 14, 13 C.C.	13-1/2-18			26 30,884 2,112
13	Tapalis. Temp. Work-charged.	24 1				13-1/2-18 DEC 14,13 C.C.	13-1/2-18			26 4,608 192
Telegraph Peons.		4				13-1/2-18 DEC 14 C.C.	13-1/2-18			26 768

Sure.

Statement - (ii)-

Statement showing pay-scale for certain classes of Establishment proposed to be brought on temporary or permanent establishment.

S. No.	Class of Establishment	No. of posts. proposed to be made. Permanent	Temporary.	Scales recommended by local by Dy. Secy. officer.	Scale proposed	Remarks.	Av. Cost of scales propd. by Dy.Secy.	Annual Average Cost.	Secy's orders.
	55 Skil. Lab.			Rs.	Rs.		Rs. p.m.	Rs.	
1	Fitter (Mechal. Temp.)	2			54-6-130-5-150	Fl. see para 29 p. 143 of File 3260/36-41 scale not examined by F. D.	98	2352	A Sanction scale for Overseers.
1A.	Fitter (Mech. Mersu) Work charged.	1 12	3	30-5/2-70	30-5/2-70	Fl. see para 7 at pp. 136-137 of File No. 3260/36-41 Scale not examined by F. D.	52	9360 624	
		1					42	504	I agree with Dy. Sec 30/- 15/10
2	Bhisti. Temp. 1			30-2-50	30-2-50	Fl. see para 8 at page 137 of file No. 3260/36-41 Scale not examined by F. D.			
		1		20-1-30	20-1-30				
3	Engine Driver. Temp.					-do-	26	312	
4	Lifteman. Bombay Temp.	2		30-1-50	30-1-50	Fl. see para 10 at pp. 137-138 of File No. 3260/36-41 Scale not examined by F. D.	40	960	
5	Lifteman Poona Temp.	1		20-1-25	20-1-25 30	-do-	26	312	
6	Sweeper (C. C.) Temp. 8 sweeper.	1		19 (Fixed)	19(Fixed)	Fl. see para 16 at page 140 of File No. 3260/36-41 Scale no examined by F. D.	19	228	Call for no remarks.
7	Sweeper (C. C.) Temp.	4		17 "	17 "	-do-	17	816	
8	Work Taker. Temp.	1	30-5/2-70		25-5/2-65	Fl. see para. 33 at page 144 of File No. 3260/36-11 Scale no examined by F. D.	47	564	
9	Time keeper Temp.	1	30-5/2-70		25-5/2-65	-do-	47	564	I agree with Dy Sec
9A	Inferior servants Temp.	1			28		28	336	
	Sub-charged. 4b	11			17		17	2244	Calls for no remarks.

10	39 Public Health. Meter rate. Temp. → Collector. (C. P. H. E.)	4	—	30-5/2-60-5-100 → 45-5/2-65-5-90	25-5/2-65	Please see para. 23-25 at page 142 of File 3260/36-II Scale not examined by F. D.	47	2256	These sub para responsible work and these shall be given I [illegible] but only @ 40/- 40-5/2-65 or 70-5-95.
11	Meter Readers. Temp. Work-charged.	6 15 *	—	30-5/3-75	25-5/3-75	——do—— ——do——	42 47	3024 7560 1128	I accepted Dy. Secy's pro'sal but in about doubtful if scale giving higher enough for the cashier.
12.	Time keeper. Temp.	2	—	25-5/2-80-5/2-65	25-5/2-65	Pl. see para 30 at page 143 of File No. 3260/36-II Scale not examined by F. D.	87	1,188 644	
13	Cashier. Temp.	1		95-5-115	70-5-95		52	2844	
14	Fitter. Temp. Work Charged.	1 13	- 1	60-3-75	30-5/2-90	Please see para. 37 at page 145 of File No. 3260/36-II scale not examined by F. D. The same scale as for temp. rev. estabt.	45	624 5,940	30-5/2-75 I accept it.
15.	Meter Readers, Work charged.	9	2	—	20-2/2-40	Para 47 at pg. 150 of File No. 3260/36-II Scale not by F. D.			
16	Inferior ser vants. work charged.	23	8		Fixed Rs. 17			6324	calls for no remarks

* includes 13 posts under Than Secy and Selection Sub Dn.

Id/-

Id/-
12-20/42

Surv.

Statement. II

Statement showing pay-scale for certain classes of Establishment proposed to be brought on temporary or permanent establishment.

S.No.	Class of Estabt.	No. of posts. Permanent or temporary proposed to be made.	Scale recommended by local officer.	Scale recommended by Scale proposed by Dy. Secy.	Remarks.	Any sort of scales proposed.	Annual average cost.	Secy's orders.
	Rs		Rs	Rs		Rs P.M		
	Rubber Development Scheme.							
1	Clerks.	1	160-5-185	135-5-185	Scale approved by F. D. vide O.M. No. 2869/36-E dated the 13-11-42	Rs. 165	Rs. 1,980	
2	Incoming cashier.	1	60-4-100-3-160 + spl pay Rs. 30 p. m.	90-5/2-90-5-140 + spl pay Rs. 30 p. m.		127	1,524.	
3	Clerks.	3	60-4-100-3-160 90-5/2-90-5-140	90-5/2- 90-5-140	Fl. see per s 20-44 vide G. R. No. at pp. 147-148 of file No. 3860/36-II. Scales not examined by F. D.	97	3,492	Thesesd call for no remarks.
4.	Head Clerks.	1	100-5-160	100-5-160		135	1,620	
5	Clerks.	4	60-4-100-3-160 90-5/2-90-5-140	90-5/2-90-5-140		97	4,656.	
6	Chaul Sepoys.	9	60-4-100-3-160 90-5/2-90-5-140	90-5/2-90-5/140	b	97	10,476.	
7	Bhadana.	7						
8	Peon.	7						
9.	Peons.	9	Rs. 23 Fixed. per head.	Rs. 23 (Fixed)per head.	This is the existing pay for inferior servants serving in Bombay.	23 Fixed.	6,346.	

14/-
12/12

Seen.

Abstract of Statement II under XVII

Statement showing number of posts in different classes of Estabt. for which scales of pay are proposed to be sanctioned.

Class of Estabt.	Number. Permt.	Temp.	Scale of pay. Rs.	Annual permt. Rs.	Average cost Temp. Rs.
Classifier.	1		'XVIII' Irrigation etc.' 110-8-150	1,644	
Fieldmen	3		30-5/2-80	1,920	
Laboratory Asstt.	1		-do-	660	
Revenue.	427				
Divisional 40			25-5/2-60	1,60,920	
Sectional 387		109	20-2/2-40		39,240
Measurers.	60	4	25-5/3-55	29,520	1,968
Inspectors.	84				
Sectional 3			40-2-60	36,864	
Canal 81			25-1-50		
Signallers.	56		30-2-80- 1-60	30,240	
Patkaries.	82		15-2/2-21-2-25	20,664	
Sluice keepers.	19		13-1/2-20	3,876	
Kayman	21		13-1/2-20	4284.	
Mukadams.	4	16-1-30	18-1-30	1,200	
Khalasis	57	4	13-1/2-18	10,944	768
Tapalis	24		13-1/2-18	4,608	
Telegraph peons.	4		13-1/2-18	768.	
Total 'XVII'	843	117		3,08,372	41,976.
					3,50,348.

Temporary 486 } To be made permanent.
Work-charged. 357 }
Work-charged 117- To be made temporary.

Revd.

Abstract of Statement II under 39-p.4.

Statement showing number of posts in different classes of Estabt. for which scales of pay are proposed to be sanctioned.

No. & Class of Estabt.	Scale of pay.	Annual average cost.
	'39- Public Health' Rs.	Rs.
4 Water rate Collectors.	25-5/2-65	2,256
8 Meter readers.	25-5/3-75	4,032
2 Time keepers.	25-5/2-65	1,128.
1 Cashier.	70-5-95	1,064.
14 Fitters.	30-5/2-70	6,756
9 Mazdoors.	20-2/2-40	5,940
7 Khalasis	13-1/2-30	1,344.
23 Inferior servants.	Fixed 17	4,692.
		29,172
66 (14 Temporary. 52 Work charged.)	Prepared to be made permanent.	
11 Posts on work-charged estabt. to be converted into temp. posts		3336
79		32,508.

Bmt.

Abstract of Statement II under 50 C. W.

Statement showing number of posts in different classes of Estabt. for which scales of pay are proposed to be sanctioned.

No. and Class of Estabt.	Scale of pay.	Annual Average cost.
	Rs.	Rs.
	"50 Civil Works."	
2 Mechanical Overseers (for Barodi workshops)	~~54-4-90-E.B. etc~~ 130-E.B. 150	2,928
13 Water readers.	~~25-2/2-75~~	~~6,448~~ 552
13 Fitters.	30-4/2-70	6,112
1 Moulder	30-2-50	504
2 Work takers.	~~25-3/2-65~~	664
1 Lime keeper	~~25-3/2-65~~	364
1 Engine Driver.	20-1-30	312
2 Lifters, Bombay	30-1-50	960
1 Lifters, Poona.	20-1-30	312
1 Headman.	Rs 19 fixed.	228
4 Bamals.	" 17 fixed.	816
12 Inferior servants.		
1 on Rs. 23	Rs. 23	336
11 on Rs. 17	Rs. 17	2,244
	6	23,856
52 { 16 Temporary, 36 Work charged. }	Proposed to be made permanent.	
3. Posts on workcharged estabt. to be converted into temp. posts.		1,872.
55		25,728.

Serv.

Statement (III)

Statement showing the classes of work-charged establishment proposed to be brought on permanent and temporary establishments and for which it is necessary to fix time scales of pay.

General.

Class of Estabt.	Permt.	Tempy.
Messmen	3	
Sweepers.		8
Maistries.	159	16
Drivers(Steam Road Roller and Motor Boat)	3	2
~~Machine~~ Mechanics	3	3
Carpenters.	3	4
Line men	10	5
Mukadams (Except those employed in the Revenue Establishment.)	13	48
Malis or gardners.	11	11
Oilmen.	8	—
Total General.	213	98

Particular Classes.

D.I.C.

Bullockman.		1
Nalla-keepers.	5	6
Boatman.	1	
Total Particular Class es (D I C.)	6	7.

M. C.

Plumber .	1	—
Inspectors.	17	2
Total	18	2.

C. C.

Greasers.	2	
Malkaries.	2	
Tandels.	—	5
Caretakers. for tombs.	—	2.
~~Total~~ Totals	4	7.

C. P. H. E.	Permt.	Tempy.
Mechanical Engrs.	6	—
Shift Engrs.	4	—
Engineers.	—	2
Inspectors.	2	—
Attendants.	4	3
Fitting Chargeman.	—	1
Electrican	—	1
Drivers.	5	3
Improver.	1	—
Meter Repairers.	7	—
Turners.	—	1
Masons.	—	3
Blacksmith.	1	—
Painters.	2	—
Fireman	4	—
Cleaners.	6	—
Turn keys.	2	—
Turn cocks.	16	—
Greasers coolies.	3	—
Cartman.	—	1
Total	63	15.
Electrical Branch.		
Electricians.	8	—
Head Wiremen	29	—
Electro plater.	1	—
Lorry drivers.	2	—
	40	—
Grand total	344	128.

Id/-
14-12-42.

Svrv.

The Jt. Secy., F. D. has stated —

(1) that he is not prepared to accept that where revised pay scales for corresponding pt. estabt. are already in existence they should necessarily be applied for the staff proposed for conversion; and

(2) the figures of estimates furnished by this Deptt. required detailed scrutiny in the F. D.

2. As regards (1) It is not clear from the Jt. Secy., F. D's. note whether his intention is to further revise the existing scales of pay in the case of only those members of the tempy. and work-charged estabs. who are proposed to be brought on the permanent or tempy. estabt. or he intends to effect a further revision of the existing scales of pay in the case of all estabts. of the P. W. D. The pay scales which have been adopted in the statement at p. ante are those sanctioned by Govt. from time to time. The scales of pay of Overseers, draftsmen, asstt. draftsmen, store-keepers, asstt. store-keepers and clerks were revised in 1933 and 1934 in accordance with the general principles laid down by F. D. for revision of the scales of pay in existence prior to the 4-8-31; the scales of of inferior servants(peons chowkidars, etc. of all Deptts. were revised by the F. D. in 1936. The scales of pay of the remaining posts shown in the statt. have been recently individually examined in consultation with the F. D. and sanctioned by Govt. The general question of further revision of scales of all estabts. was raised in 1939 during the time of the Congress Ministry, but it was subsequently dropped by Govt. It is not therefore clear why the question of revision of the existing scales of pay should be raised now in the case of the P. W. D. only.

I do not think Jt. Secy of F. D. really meant the. 15/12

If, however, the Jt. Secy., F. D's intention is to revise the pay scales only in the case of those members who are now proposed to be brought on the pt. or tempy. estabt. in view of the benefits which those persons will derive by being brought on the pt. or tempy. estabt., then it is respectfully submitted that such a course would be inequitable and unjust. These estabts. perform the same kind of work and have the same responsibilities as their colleagues, on the pt. estabt. Already there are two.....

This is not practicable and if an attempt to do this was made it would be very unfair. 15/12

pt. estabt. Already there are two scales current - old and revised scales. Those members on the tempy estabt. who are in continuous service from a date prior to the 4-8-31 will in accordance with the general orders of Govt. be entitled to the old scale, while the remaining (including work-charged persons) will get the revised scales of pay. In this connection , it may be stated that ~~the~~ when the sub-dnl. Clerks were made permanent they were given in the case of old entrants , the old scales of pay and the new entrants were given the revised scale which was fixed in accordance with the general instructions ~~issued~~ issued by the F. D. for revising the old scales of pay for all estabts. and in addn. they were allowed to count their previous tempy. service towards pension under B. C. S. R. 240(1). If the question of further revision is to be considered, then the following point will have also to be considered. .

Permanent vacancies occur every year owing to retirements, deaths, etc., and persons on the tempy. or work-charged estabt. are appointed to those vacancies and they get the old or revised scale as the case may be. After the conversion of the tempy . and work-charged posts under consideration in these papers, what scale of pay should be given to the persons mentioned at above. ? The existing scales or the further revised scales which are now proposed to be introduced by the Jt. Secy. , ... Secy., F. D. ? If the latter is the intention , then it would in effect mean a general further revision of the existing scales of pay of the P. W. D. estabt.s. and it would be both invidious and unjust to do so unless such revision is effected in the case of estabts. of other Deptts. also.

The Jt. Secy. , F. D., may be requested to reconsider his view in the light of the above remarks,

3. <u>As regards para. 1 (2):—</u> For purpose of facility of examination in F. D. three statements have be en prepared as explained in the following Sub- paras.

(1) <u>Statements(i):—</u> This statement is for estabt. for which corresponding pay scales already exist. It included 1,016 posts (850 ~~of~~ for pt. estabt.. and 166 for tempy. estabt.) distributed as shown below:—

Major Head.	No. of posts. Pt.	Tempy.	Annual av. cost. Permanent. Rs.	Temporary. Rs.
"XVII"	82	—	16,728	—
39- P. H.	23	—	19,140	—
50- C. W.	745	166	2,34,576 +	38,000
	850 +	166	2,70,444 +	38,000
	1,016		3,08,444.	

(ii) Statement (ii):— This statement is for estabt. for which corresponding pay scales are not at present sanctioned by Govt. but proposals for which are under consideration. After the Secy., has given orders against the several items at pp. ante, the F. D. will be requested to scrutinize them. This statement includes 1,136 posts (1,005 tempy. and work-charged posts proposed for conversion into pt. posts + 131 work-charged posts proposed for conversion into tempy. posts) distributed as shown below.

Major Head.	No. of posts to be converted into pt.	Annual av. cost.	No. of posts. to be converted into tempy.	Annual av. cost.
XVII	3,08,172	Rs.		Rs.
	843	3,08,172	117	41,976
39 P. H.	68	29,172	11	3,336.
50 C. W.	52	23,856	3	1,872
51-B. D. S.	42	30,096	-	—
	1,005	3,91,296	131	47,184

(iii) Statement (iii) :— Showing classes of estabt. for which there are no scales considered so far. The local officers have been separately asked to submit their proposals in the matter. This statement includes 472 posts (344 for permanent + 128 for tempy.) on the work-charged estabt. proposed for conversion into permanent or tempy posts.

4. The F. D. had also raised the question of counting previous work-charged service for pension. This Deptt. had recommended that the subordinates concerned should be allowed to count their previous work-charged service for

pension.....

pension. The F. D. has not agreed to the proposal. It s further consideration will necessarily take some time. This Deptt. may perhaps not press this proposal further just now but leave it for further discussion with F. D. after Govt. has decided to make the estabt. permanent. But it does not affect in any way the consideration of the main case as full leave and pensionary charges in respect of the total estabts. have already been calculated and mentioned in the new item statement placed before Govt. in the case of sub/inl. estabt. made permanent, the question of counting their work-charged service towards pension was considered and decided after the estabts. were made permanent.

5. The F. D. has asked the amount of cut that will be effected in the estabt. recommended for conversion. In accordance with the orders issued in G. R. No. 4051/36, dated the 10th Octr. 1941., a cut of 16 % will be effected in cases where no cuts were previously already applied. In other cases the cut will be reduced to 6¼ % To err on safe side it is proposed to effect an overall cut of 6¼ % in respect of all the estabts. proposed for conversion. The amount comes to Rs. 63,579 as shown below.

Major head.	Statement (i) amount. Rs.	Statement (ii amount. Rs.
XVII	1,045	22,929
39- F. H.	1,196	3,229
50 - C. W.	17,036	16,263
51- B. D& O.	——	1,881.
Total	19,277	44,302
	63,579.	

6. These papers may now be refd. u.o. to the F. D. with a request to treat this as immediate. Necy. changes in the new item statement will be effected thereafter.

Id/-
14-12-42

Id/-
15/12

U. O. R. to F. D. dated 15th Dec. 1942.

~~Immediate.~~
With F. W. D. Files.
1) No. 3260/36-11 (2) No. 2427/27-11 (3) No. 2087/36 (4) 4870/36. No.
5) No 190/52-11 (6) No. 2169/36 (7) 3486/36 11 (8) 9190/61.
(9) No. 3140/36- 1.

Evrv.

Finance Department.

Submitted with reference to Joint Secretary's note dated 7-12-1942.

2. The P. W. D. proposes to make certain work-charged and temporary posts permanent and to convert certain work-charged posts into temporary posts. The case originated in 1938 with a petition submitted by some members of the work-charged establishment in the P. W. D. . While this question was being considered a general question was raised by the Ministry that Govt. should treat their low-paid servants more liberally and that they should be admitted to the benefits of leave, pension, etc. In accordance with the decision of the Ministry a circular was issued by F. D. asking heads of offices for information re: low-paid servants under them to whom the benefits of leave and pension were not admissible. With this general question, the question of temporary and work-charged estabts. under the P. W. D. was linked up. Subsequently in view of the war conditions Govt. decided that in order to make room for more urgent war work, general questions such as the one under consideration should be shelved for the duration of the war. The P. W. D. case was accordingly put into "cold storage" along with the main case. It has now been again received. Govt. will, therefore, have to consider whether the resurrection of the P. W. D. case, which really a part of the wider proposal will not lead to a revival of the main question about low-paid servants under the other Deptt.s. In that case the ultimate cost to Govt. will be far greater than that calculated on these papers. No doubt the justification for the proposals made on these papers is that the posts have been misclassified and called work-charged or temporary when they are required permanently and are really of a permanent nature. It seems however that the same argument may be applied with equal force to low-paid posts paid from contingencies and which are being continued from year to year. This, therefore, is the first point which Govt. may considere before proceeding with the P. W. D. case.

as this has been finally admitted as a new term for 1943-44 included in the budgets.

The points at issue on these papers are briefly.—

(1) What posts should be made.—
(a) permanent,
(b) temporary,

(ii) Fixation of scales of pay for the various categories of posts in (i) (a) and (i) (b);

(iii).....

(iii) Fixation of pays of existing personnel in the pay scales so fixed.

(iv) The maximum cost to Govt. on account of -
(a) pensionary charges,
(b) leave charges,

(v) What alterations, if any, should be made in the next years' budget. Provisions.

This does not now arise Necessary alteration would have to be made in the revised estimate p.43-44

The above issues are discussed in detail in subsequent paras.

4. What posts should be made permanent/temporary.

Please see the new Item statement at page 49 ante. This item has been classed "A", at the advisers' meeting subject to examination of pay scales, cost, etc. in F. D. It may therefore be taken that Govt. has decided that the temporary or work-charged posts should be coverted into permanent or temporary posts as mentioned in the new item statement subject to considerations of cost, the latter depending on the final settlement of pay scales. It is therefore necessary first to deal with the fixation of pay scales and then to work out the ultimate additional cost by way of leave and pensionary charges. Briefly the number of posts involved in the proposals is as follows:-

It has since been approved by H. E., subject to the same condition.

Number of temporary posts proposed to be made permanent.	877
Number of work-charged posts proposed to be made permanent	1,343.
Number of work-charged posts to be converted into temporary posts.	425.
Total	2,645.

5. Fixation of scales of pay:- The proposals made in this respect have to be considered for the following the categories of posts.:-

(i) Temporary posts to be made permanent;

(ii) Work-charged posts to be made permanent; and

(iii) Work-charged posts to be converted into temporary posts.

Since the posts referred to above do not carry the benefits of pension it must be assumed, in theory at least, that the pays attached to them include an elements of the cost of pension which should be deducted when pensionary benefits are to be made admissible to the incumbents under (i) and (ii) above. In the case of (iii) this question does not however arise.

Under all the three categoris there will be an improvement in the leave terms admissible to the ~~includ~~ incumbents. The pays at present drawn by the incumbents of the posts must, therefore, be considered to include an element on account of .....

an element on account of the cost of leave charges, which again must be eliminated when fixing the pay scales.

The problem of fixing pay scales for the posts, therefore, resolves itself into an evaluation of the benefits now to be conferred in money equivalents and then reducing the existing pays by that amount. An attempt is made at such an evaluation in subsequent paras. In accordance with general principles discussed in those paras. the theoretical percentages of pay are as follows:—

	Pension.	Leave.	Total
(i) Temporary posts to be made permanent.	16 %	6 %	22 %
(ii) Work-charged posts to be made permanent	16 %	11 %	27 %
(iii) Work-charged posts to be made temporary	—	5 %	5 %.

The logical course to adopt in the matter of fixation of pay scales is to take the existing minima and maxima on the temporary or work-charged establishment, reduce them by the percentages given above, and to fix the pay scale within these reduced minima and maxima. Theoretically, though this will be correct, in actual practice it is not possible to strictly follow this method for reasons given below:

(1) In accordance with the orders issued in G. R., P. W. D., No. 2546/27 dated 24-6-35, when there are payscales prescribed for a specified class of posts on the permanent establishment, the same scale is adopted for corresponding posts on the temporary or work-charged est. bt. In such cases the local officer given a higher starting pay within the sanctioned scale, i.e. the pay of the individual is inflated but not the pay scale cannot be futher cut down without causing hardship and discontent. An example of this type would be the overseer's post for which the sanctioned B. S. R's. scale prevails on the permanent establishement.

(2) In certain cases pay scales have to be fixed with reference to the pay scales attached to permanent posts carrying indentical or analogous duties in other departments, e/g/ (i) inferior servants, (ii) Classifier under the soil Physicist in whose case the scale is proposed to be fixed with reference to scales prevailing in the Agricultural Department.

4. In the circumstances stated above, it is suggested that following principles may be adopted for the purposes of examination of payscales proposed by the P. W. D.

1 Classes.....

1 Classes of posts for which scales of pay are in existence.

(i) There are some temporary posts for which pay scales have been specified sanctioned by Govt., but the posts are now to be made permanent. The question therefore arises whether the e scales of pay are inflated scales in view of the temporary nature of post and if so, whether the scles should not now be reduced in view of pensionary benefit to be attached to the post. In such cases the proceedings underlying Govt. sanction have been looked into in order to determine whether the pay scale is inflated or not: and if the former a reduced scale has been suggested.

There are cases where these are correspondi permanent

(ii) There are certain specified classes of posts of the permanent establishment which have been in existence even prior to the last general revision of pay scales and for which old and revised scales of pay are at present in force. Under the present proposals some posts are being added to these classes of posts. In such cases it is proposed to adopt the old or revised scales of pay already sanctioned by Govt.

(iii) Another category of posts exist on the permanent establishment which have been made permanent recently, i.e. after revision of 1938 (e.g. sub-divisional clerks). Some further additions are being made to them under the present proposals. In that case the qustion arises as to whether the scale already sanctioned by Govt. should be re-examined. It seems the question should be dealt with on the following lines. :—

(a) If the number of posts of a specified class recently made permanent is fairly large and only a few more posts are now being added, we may adopt the scale sanctioned by Govt. and need not re-open the question as it does not seem desirable to unsettle the conditions of a large number of men on account of a few more

(b) If the addition is substantial then there is a case for re-examining the scales already sanctioned as in that case Govt.'s decision may have been influenced by the fact that the number of posts involved was small.

ii Classes of posts for which no scales of pay have been sanctioned.

In this case we shall have to be guided by the existing rates of pay prevailing on the temporary or work-charged establishments. It may be stated that no information re: the rates of pay at present drawn by men on the work charged estabt. was available in the P. W. D. Secretariat. As regards posts on the temporary estabt., the following observations are made

(i).....

(i) Information re: the range within which the pay of a particular class of post fluctuates on the temporary establishment was taken from the budget files for the last 9 * years. This may be taken as fairly representative period. The information has been tabulated in the accompanying statement "G"

2. It may be argued that in view of the prevailing war conditions, the pay of the temporary posts may be slightly inflated as a result of those conditions. A perusal of statement "G" shows that this is not correct. The pays do not show such inflation.

*1935-36-1943-44 so far as files were readily available.

(3) In deciding the minima and the maxima for various classes of posts, isolated posts which obviously showed a wide departure from the normal run of pays have been omitted. The pay ranges shown in the accompanying statement may be taken as fairly representative. The P. W. D. may, however, be requested to confirm this view.

(4) As regards the fixation of pay scales of posts in this category, (i.e. posts for which no scales have so far been sanctioned by Govt.,) the following general observations are made :-

(a) Where there are permanent posts carrying identical or analogous duties, the pay scales attached to such posts have been adopted.

(b) Where no comparison can be made, then as a general rule roughly 16 % reduction is made in the minima and maxima scales prevailing on the temporary establishment subject to the proviso that no cut is made in pays of Rs. 20 and below as it would cause hardship to low-paid servants and that there is not much scope for reducing the pays in such cases.

(c) In view of the orders that where a permanent scale exists it should be applied to corresponding post on the temporary estabt., it is proposed to sanction the same scale as the corresponding permanent posts for work-charged posts to be converted into temporary posts. In other words it is not proposed to sanction two sets of scales one for temporary and work-charged posts to be made permanent and the other for work-charged posts to be converted into temporary posts as there is no case of a temporary post on these papers without there being a corresponding permanent post.

7. In accordance with the general principles discussed above, the detailed examination of the pay scales proposed by the P. W. D. has been carried out in the accompanying statements "A" and "B" Statement "A" corresponds to the Statement 1 at page 39 ante and includes posts for which corresponding.....

corresponding pay scales are at present sanctioned by Govt. vide para 3 (i) at page 66 ante. Statement "B" corresponds to statement 11 at page 53 ante and includes posts for which no scales of pay have been sanctioned by Govt. vide para 3 (ii) on page 68 ante. A column has been left blank for Joint Secy's orders. It may be observed in this connection that the remark against several items in Statement 11 at page 53 ante, "scale approved by F. D." Even though the scale was previously agreed to in F. D., it does not follow that this Deptt. should be bound down to that scale because it seems that when these scales were being considered there was no intention of making the posts permanent, vide notes at pages 173-188 of F. W. D. file No. 2427/27-II. The whole basis has therefore now changed and we must consider the scales afresh.

For the purposes of examination of the proposed scales, information has been brought informally from the F. W. D. and presumptions have been made. That Deptt. may be requested to confirm the information given informally.

8. Application of the proposed scales of pay to existing incumbents to the posts.

The following general principles may be adopted in this matter:-

(i) Application of the old or revised scales of pay.

This question will arise in cases where additions are now being made to a specified class of posts on the permanent establishment which has been in existence even prior to the last general revision of pay scales and it is proposed to adopt the old or reivised scales of pay. In such cases the following criteria may be laid down:

(a) Temporary Establishment.

A temporary subordinate, who is not to be made permanent, serving from a date prior to 4-8-31 may be given the old scale of pay if one of the following conditions is fulfilled:-

(i) If he is in continuous service from a date prior to 4-8-31 in the same type of post as that in which he is now being confirmed;

or

(ii) if he is in continuous service from a date prior to 4-8-31 in posts which have been within the same Promotion group and he is to be made permanent in one of those posts.

Note:- There may be cases where a part of a temporary subordinate's continuous service after 4-8-31 may be in a temporary post outside the promotion group which includes the post in which he is now to be confirmed. In such cases he may be allowed the old scale, if it can be certified that he would have held a post within that promotion group had

he not been appointed to the post outside it. It must be made clear that the the post referred to above must be a post on temporary establishment. Appointment to a post on the work-charged establishment after 4-8-31 constitutes a break in service under Note 3. below rules 4 of the New Rates of pay Rules.

(b) Work-charged Establishment.

All persons on the work-charged establishment who will be brought on to the permanent or temporary establishment should be given only the new scale of pay: vide Note 3 below Rules 4 of the New Rates of pay Rules.

(2) Fixation of the pays of the present incumbents in the proposed SCALES OF PAY.

Please see the general orders of Govt. on the above subject contained in P. W. D. Circular Memo. No. 2648/36 dated 25-9-1941 as modified by G. R. , P. W. D. , No. 4051/36 dated 10-10-41. It seems that these general orders should be applied in the case of temporary or work-charged men being made permanent or of work-charged men now being brought on to the temporary establishment under the present proposals. It may be argued that under the proposals under consideration, Govt. is rectifying a mistake in classification of the posts into work-charged and temporary and that therefore the general orders should not be made applicable to the preseent case. This argument does not seem to hold much water. The defacto position remains that these men have in actual practice drawn pays and have been subject to same conditions of service as any other temporary or work-charged establishment and in fact have all along been treated as such. There is, therefore, no valid reason why they should not now be given the same treatment as the latter. Govt. will be creating an invidious distinction if a departure is made in the present case from the general orders. An illustration will make the position clear. Suppose "A" and "B" are two work-charged overseers. "A" is made permanent under the present proposals while "B" is transferred to the permanent establishment in a vacancy on the establishment. If para. 6 of P. W. D. Circular Memo. of 25-9-41 is applied to both, then both will be given the minimum of the scales, unless of course Govt. sanctions a higher pay under the last sentence of that para. There will then be no invidious distinction. If, on the other hand, A's pay is fixed say on the basis of 16 percent reduction then he may score over "B" because the

The proposals under consideration arise from a line of policy now laid down by Govt. and not because of any admission of mistakes classification.

gtter.....

latter will only get the minimum of the scale. In the circumstances we may advise that the general orders referred to above should be made applicable in the matter of fixation of starting pays of the existing incumbents in the proposed scales of pay.

(3) All persons affected by the proposals under consideration may be given the option of remaining on the temporary or work-charged establishment as the case may be. The option once exercised should be final and irrevocable In cases where a person elects to remain on the temporary or work-charged establishment, the post should not be made permanent or temporary as the case may be until he vacates the post: vide para. 10 of G. R. P. W. D., No. 3140/36 dated 15-5-39. in this connection.

Pension of Leave Charges.

9 (i) The proposals made by the P. W. D. may not involved much extra cost to Government on account of pay since the expenditure on pay is already being incurred at present. The proposals will however result in considerable cost to Govt. On account of leave and pension charges since on being brought on permanent establishment the men concerned will get pensionary benefits and also better leave terms. In this para. the method of calculating pension and leave charges is discussed and the total cost to Govt. on account of these charges is indicated.

(ii) In calculating leave and pension charges, cases of Govt. servants in the following categories are required to be considered.:

(a) temporary men to be made permanent,

(b) work-charged men to be made permanent, and

(c) work-charged men to be brought on temporary establishment.

Pension Charges: These will be incurred only in the case of temporary and work-charged men who are made permanent. According to B. C. S. R. 140 (b) and rule 4 in Appendix VII A, when an addition is made to a regular estabt. on condition that its cost will be recovered from the body or pension for whose benefit the addition is made, contribution for pension is recovered (in the case of subordinate estabt.) at the rate of 9½ % of the total maximum monthly pay of all the sanctioned posts. The rate of 9½ % is the average of the percentage rates at which pension contributions are recovered. in the case of persons transferred to

foreign service. The rates of pension contributions were fixed by the G. of I. on actuarial basis. The intention in calculating the pension charges in this case is to see what will be the ultimate cost to Govt. if a number of non-pensionable posts are made permanent. It is not possible to take out the cases of individuals and work out the cost. The analogy of rule 4 in App. VII-A to the B. C. S. R.s. may therefore, be applied in this case and the ultimate pensionary liability on account of the P. W. D. proposal may be taken to be 9½ % of the maximum monthly pay of all the sanctioned posts. The cost on account temporary and work-charged men who will be made permanent may be worked on the above basis. There will be no cost on account of work-charged men who may be brought on temporary establ ishment since these men will not be eligible for pensions.

Leave Charges: It may be assumed that all temporary men will be subject to the Revised Leave Rules, 1935, which were brought into force with effect from 4-8-31. Persons who are at present in service and who may be entitled to old leave rules, need not be taken into consideration as their number will be small and they will retire from service in the course of next few years. In view of Note 2 below Rules 2 in the Revised Leave Rules all men on work-charged establishment will, on being made permanent, become subject to the revised leave rules. On the analogy of B. C. S. Rs. 140 (b) and rule 4 in Appendix VII"A B. C. S. Rs., the rate of leave charges may be taken to be 11 % of the total average monthly cost of all the posts. This percentage represents the cost of leave charges in respect of leave admissible to permanent Government servants and is based on the factors.

(i) that ordinarily length of service is 32 years,

(ii) that all earned leave is enjoyed, and

(iii) that only half the amount of leave on private affairs and on medical certificate is taken.

This percentage will, however, have to be reduced in view of the fact that Government is already incurring at present some expenditure on account of leave salary of temporary Government servants. Men on work-charged establishments are given some leave but this leave is subject to the condition that there should be no extra cost to Government.

In the case of workcharged.....

In the case of work-charged establishment brought on permanent establishment the extra cost to Government may therefore be taken at full 11 per cent. of the average cost. Temporary men are given earned leave of full pay at 1/22nd. of the period of duty, and are also given leave on medical certificate on half pay at rate of 1 month for every completed period of 3 years' service. During a period of 3 years' service temporary and permanent men will get the following leave.

Temporary.	Permanent.
15 months on full pay (at 1/2 of the period of duty).	30 months on full pay (at 1/11th of the period of duty.)
5 months expressed in terms of leave on full pay (at 1 month on half pay for each three years of service).	12 months expressed in terms of leave on full pay (6 months on private affairs on half pay Plus 18 months on half pay on medical certificate.
20 months in all.	42 months in all.

The cost on account of extra leave will be equal to 6 % (approximately) of the average cost.

In the case of work-charged establishment brought on temporary establishment, the extra cost on account of leave charges will be less. Work-charged establishments are given leave at 1/22nd of the period of duty on condition that there is no extra cost. As pointed out above temporary Government servants in superior service will get during whole service about 20 months' leave in terms of leave on average pay. Temporary Government servants in inferior service will also get 20 months' leave but this leave is subject to the condition of "no cost to Government". The extra cost on account of leave charges in respect of work-charged men brought on temporary establishment works out to a little over 5 per cent. of the average cost. Making some allowance for leave charges in respect of men in inferior service, who are not many, the total extra cost may be taken at 5 per cent. for all work-charged men brought on temporary establishment.

(iii) On the basis described in sub-para. (ii) above, the extra cost pension and leave charges will be as shown below:—

Pension charges:...../

Pension charges.

Temporary men brought on permanent establishment.	9½ percent of the total maximum monthly pay of all the sanctioned posts.
Work-charged men brought on permanent establishment.	
Work-charged men brought on temporary establishment.	Nil.

Leave charges.

Temporary men brought on permanent establishment.	6 per cent of the monthly average cost.
Work-charged men brought on permanent establishment.	11 per cent. -do-
Work-charged men brought on temporary establishment.	5 per cent. -do-

It is observed in this connection that when sub-divisional clerks and peons were brought on permanent establishment leave and pension costs were worked out according to rule 4 in Appendix VII-A of B. C. S. Rules.

On the above basis, the extra cost to Govt. on account of leave and pension charges will be as under.

	Pension charges.		Leave Charges.	
	P. W. D. Proposals.	F. D. Proposals	P. W. D. proposals	F. D. proposals.
(a) Temporary men brought on permanent establishment.	44300	42000	21700	20200
(b) Work-charged men brought on permanent establishment.	34600	34500	31900	31700.
(c) Work-charged men brought on temporary establishment.	Nil	4000	4200	4200.
Total	78900	76500	57800	56100.

Total pension and leave charges. according to P. W. D. proposals. Rs. 1,36,700.

20 (a) In view of the large increase in leave and pension charges, a question arises whether this extra cost should be counter-balanced by a reduction in pay scales or by reduction in pay at the time of fixing initial pay in the time scale attached to permanent or temporary posts.

The existing.....

The existing orders of Govt. regarding fixation of pay are contained in para. 2-7 of G. R., P. W. D., No. 2648/36 dated 25th September 1941. According to these orders, as a general rule, pay is fixed as follows:—

(a) In the case of temporary men brought on permanent establishment pay in temporary post is reduced by 16 per cent;

(b) A person on work-charged establishment promoted to a permanent establishment, is treated as a fresh recruit and is given the same pay as is admissible to a direct recruit;

(c) In the case of work-charged men appointed to temporary establishment usually pay is fixed at the initial stage of the time scale, except in certain cases.

The above provisions will not, it is submitted, counter balance the whole extra cost on account of pension and leave charges. It will therefore have to be seen what percentage reduction in pay would approximately cover pension and leave charges.

(ii) When temporary men are brought on permanent establishment in the P. W. Department, the starting pay of a temporary hand is fixed at such a stage on the permanent scale as will most nearly approximate to his temporary pay less 16 per cent. From the P. W. D. Deputy Secretary's note at page 93 in P. W. D. File 1712/27 pt. it will be seen that the 16 per cent. cut represents 'a fraction 1/6 th to represent the pension portion' of pay. Please see in this connection P. D. office note dated 31st January 30. Before the B. C. G. Rs. were issued the rate of pension contribution was 1/6th of pay actually drawn in foreign service. This comes to 16.66 per cent.

presumably it was on this basis that the pay of temporary men as subjected to a cut of 16 per cent. On being brought on permanent establishment. It is apparent that no account was taken of leave charges while fixing the 16 per cent. cut. In 1931 the basis of contributions was changed. Whereas formerly the pension contribution was a percentage of actual pay in foreign service, under the orders of 1931, pension contribution was expressed as a percentage, varying with the length of service, of the maximum monthly pay of the substantive grade in Government service. Under the revised orders the percentage varied 3 to 13 (in the case of subordinate services). The rates were fixed by the G. of I. on actuarial calculations and these rates were adopted by this Government.

The.....

The rates of pension contributions were further revised in 1933 and the percentage now varies from 4 to 15 . No change was however made in the 16 per cent. cut applied in the case of P. W. D. temporary establishment . It appears that the question of changing the 16 per cent cut when the foreign service contribution rates were changed, was not considered at all. The fact that the usual cut made no allowance for leave-charges also appears to have been lost sight of. In these circumstances it will be necessary to find out what percentage of pay in temporary or work-charged service may be taken as equivalent to pension and leave charges.

(iii) In para 9 (iii) above percentages have been proposed for working out leave and pension cost. These percentages cannot however be applied in working out the starting pay in the time scale applicable to permanent posts for the following reasons :—

(a) pension charges will be a percentage of the maximum of the time scale; and

(b) leave charges will be a percentage of the average cost of the time scale.

It will therefore be necessary to fix a percentage with reference to actual pay at the time of confirmation, as representing the pensionary benefit. Mr. W. R. Tennant, a former Accountant General, Bombay, came to the conclusion that the cost on account of pensions, according to the C. S. Regulations was 16.66 per cent. of the "pay bill of a typical modern establishment relatively fixed in numbers over a long period and equally distributed over the various years of service". He suggested that the cost of pensions under the B. C. S. Rules would be 2 per cent. more. Since the B. C. S. Rs. have now been deliberalised in the case of new entrants the cost of pensions may be taken to be 16 per cent. of the actual pay drawn by a number of men on an establishment. This corresponds to the present cut of 16 per cent. imposed at present. It will be seen from paras 5-8 of Mr. Tennant's note , dated 12-1-35 that he based his calculation on several assumptions. For the present purpose it may not be too severe on the men concerned to fix a cut at 16 per cent. of actual pay as a set off against pensionary benefits. for the purpose of a cut on account of leave benefits, the percentages mentioned in para 9(iii) above, which will be calculated on the average cost of the time scale , may be adopted. If these proposals are accepted, the percentage

cut.....

ent to be made in the pay in temporary posts will be as follows:—

i Temporary men brought on permanent establishment:.

(a)	Pension.	16
(b)	Leave	6
	Total	22

ii Work-charged men brought on permanent establishment.

(a)	Pension.	16
(b)	Leave.	11
	total	27.

iii. Work-charged men brought on temporary establishment:.

(a)	Pension.	Nil
(b)		5
	Total	5.

(iv.) In some cases in the P. W. D. pensions in respect of temporary service are allowed under the orders issued in Govt. Circular No. 6957 dated 15-7-1936. It may be argued that since Govt. is already incurring pension charges in these cases, the extra cost of pension according to the present proposals will be less than 16 per cent. of pay in the case of temporary men brought on permanent establishment. In regard to this argument it may be noted that according to the Circular of 15-7-36—

(1) pensions are given only in deserving cases of proved indigence;

(2) temporary service is valued for pension at half its value as permanent Service.;

(3) pension is restricted to Rs. 40 /- p. m.

Only a few cases come up to Govt. for sanction. From the F. D. records it is found that the number of sanctions in 1940-41 was 23 and that in 1941-42 was 17, i. e., an average of 20 a year. From 1-4-42 upto the end of December 1942, the number is 8 only. The number of temporary and work-charged posts proposed to be brought on permanent establishment is 877 and 1343 respectively, i. e., a total of 2220. It cannot therefore be said that the present practice of allowing temporary service to count for pension in some cases has any material effect on the ultimate cost, on account of pensions. Besides no work-charged service is allowed to count for pension. For these reasons it is submitted that there would be no justification to take any figure less than 16 per cent. as representing the pension cost.

ii.....

11. A question has been raised in regard to past service counting for pension. The P. W. D. has not made any definite proposals on this point. The proposals in these papers are based on the assumption that the posts at present borne on temporary and work-charged establishment are of a permanent nature. In that case, all service in temporary posts which may now be made permanent will count for pension under B. C. S. Rule. 240 (1). The benefit of B. C. S. R. 240 (1) was allowed to Sub-divisional clerks who were made permanent recently. If it is considered necessary to keep down the pension costs, it is open to Govt. to disallow the benefit of B. C. S. Rule 240 (1) There have been istances in the P. W. D. when the benefit ofthe corresponding rule in Artcle 370-C. S. Rs. was not given when large temporary establishments were brought on the permanent establishments. The case in point is that of Draftsmen and Storekeepers mentioned i n the Exception to Note. 1, below B. C. S. Rule 240 ; Although the provisions of Article 370- C. S. Rs. are equally mandatory as those of B. C. S. R. 240 (1) the rule was abrogated by Govt. when draftsman and store-keepres were brought on permanent establishment. A conditions was then imposed that previous service will not be allowed to count for pension and the men concerned were given an option to remain on temporary establishment. If a similar course is followed in this case, the men concerned will lose their former service— many years in several cases - for purposes of pension. With a view to give them some benefit in respect of past service, it is suggested that half the period of previous temporary service may be allowed to count for pension . This suggestion is based on the principle laid down in Govt. Circular No. 6957 dated 15th July 1936 according to which temporary service is valued at half of permanent service and the total pension is limited to Rs. 40 a month. Work-charged service has never been allowed to count for pension, and to disallow the whole of their service on work-charged estabt. Will not infringe any rule or order. In regard to work-charged service the Dy. Secy. (Mr. Shankar) observed as under.

" There is no strong case for counting the previous service in the work-charged estabt. towards pension. If this concession is given in effect it will mean a retrospective effect to these orders.

Service.

Service in the work-charged estabt. does not count for pension even as compared with temporary service. The concession of counting it towards pension will secure a valuable concession without that staff having made all these years the sacrifice in emoluments usually imposed at a time a post is made permanent and pensionable (i.e., reduction of pay by 16 %) F. D. may not, therefore, agree to this proposal.

With due deference to the above note of Dy Secy. (Mr. Shankar) it is submitted that he la rge number of work-charged posts are now proposed to be brought on permanent estab . on that the ground that these posts were and are of a permanent nature and that although the incumbents of these posts may have been transferred from one work to another, they are there for all the time to be employed on some work which Govt. may undertake. There would therefore be a justification to allow at least a part if not the whole of the previous work-charged service to count for pension. If it is considered desirable to give some benefit to men on work-charged estabt. in respect of their past service perhaps one half of one-thared of the workcharged service may be allowed for purposes of pension. These suggestions will keep down the cost of pensions for some years to come when men at present in service retire in due course. Please see in this connection B. C. S. R. 248 under which Govt. may impose any conditions which it thinks fit, When allowing non-pensionable service to count on pension.

P. W. D. may consider the suggestion.

12 The ultimate annual cost of the proposal made on these papers is as follows:

	According to P. W. D. proposals Rs.	According to F. D. proposals. Rs.
Cost on account of payscales (on the basis of the average cost of the scales.	7,45,000	7,16,000
Cost on account of leave charges.	57,800	56,100
Cost on account of pension charges.	78,900	76,500.
Total	8,81,700	8,48,600.

Alterations in the next year's budget provisions.

13 After taking into account the orders on the above a mentioned points, the P. W. D. may be requested to work out the reductions to be made in the next years estimates under the various major heads

on account of.....

on account ~~to~~ of the reduction in pay of the temporary establ. to be made permanent and the increases required under the various major heads on account of work-charged establishment to be made permanent or temporary and the corresponding reductions in the provisions for works under the major heads, concerned. The information may be furnished to this Department by 20th January 1943 at the latest: otherwise the printing of the Blue Book and the White Book will be delayed. In case it is not possible to supply the information in time, the P. W. D. may be requested to take the effect of this new items in the revised estimates of 1943-44.

Does not now arise. See remark again on para 3, p 72.

Yes.

14 In conclusion it may be pointed out that the ultimate financial effect of the proposals calculated above is not the final figure as proposals regarding pay scales in respect of 472 posts, out of a total of 2,645, ~~erect~~ are ~~not~~ yet to be received in Finance Department.

Id/-
8-1-41

Id/-
9/1

F. D. note has been written after discussion with me. I have noted in the margin and and in the Statements.

Id/-
27/2

U. O. R. to the P. W. D. dated 1-3-43 with files.

3260/36-11
2427/27 -11
4870/36
P 190/52-11
2169/ 36
3486/36
190/61

3140/ 36-1.

Evrv.

89
Note

In para 9 (iii) of the office note dated 8th January 1943 it is pointed out that the cost of leave and pensions will be Rs. 1,36,700 according to the F. W. B. proposals and Rs. 1,32,600 according to the F. D. proposal. In the office note dated 18-11-42 (at pages 29-30) the cost of pension and leave charges was estimated at Rs. 2,51,000 The difference is due to the following reasons.

(a) Detailed information regarding scales of pay, number of persons on each scale, &c, was not readily available in this office in November 1942, and consequently percentages were applied to the actual pay bill of the persons concerned (16.66 % was taken for pension and 11 % was taken for leave).

(b) Calculations now made are on a more logical basis and represent the cost of the establishment as a whole without any reference to actual pay drawn by any body at present.

(c) The figures of leave and pension costs now worked out take into account only the number of posts and the time-scales applicable to them. The basis for calculation adopted November 1942 was the actual pay drawn by men concerned at present. This pay may many cases be above the average pay the scale, or equal to the maximum of the time-scale. In some cases pays may even have been inflated.

(d) The cost now calculated excludes cost on account of 472 posts in t of which proposals have not been received in F. D.

Id/-
9-1-43.

Statement "B"

S. No.	Designation.	No. of posts permanent	No. of posts temporary.	Scale proposed by the P. W. Deptt.	Average cost of the scale.	Finance Deptt. remarks.	Scale proposed by the Finance Department.	Av. cost of the scale.	Annual average cost of the scale P. W. D. proposal.	Annual average cost according to F. D. proposal.	Joint Secy's order.
1	2	3	4	5	6	7	8	9	10	11	12.
				Rs.	Rs.		Rs.	Rs.	Rs.	Rs.	
1	Mechanical Engineer (Boring Section.)	1 7	—	270-10-250 E.B. 265-15-400	290	Please see pp. 35-37 and 63-68 of P. W. D. file No. 2087/36 (Flag E). The scale of Rs. 170-400 does no seem to be inflated. The P. W. D. proposal may be agreed to.	270-10-250-E.B. 265-15-400	290	3,480	3,480	Yes.
2.	Meteorological Assistant.	1	—	100-10-200 E. B. -12-380	203	Please see. (i) P. W. D. file 2427/27-11 (Flag E); pages 162, para 5 (i) on page 177, para 14 on page 260; and (ii) P. W. D. file No. P. 190/30-11, (Flag A), pages 63, 73-75, 113 and 118. The E.C.E.S. scale of Rs. 60-250 was proposed but subsequently Rs. 100-310 scale was sanctioned because that was the scale proposed by the local officer when the general question of sanctioning time scales for temporary post was under consideration. It seems that when the scale of Rs. 100-310 was proposed there was no intention of making the post permanent and pensionable. This scale must therefore be taken as inflated. R. D.	54-4-130-5-190	98	2,436	1,276	The suggestion in Cl. 7 may be considered by P. W. D. in the first instance.

9

						F. D. may accordingly suggested that the B. S. E. S. scale may be sanctioned for this post. Engineering graduates are recruited on the B.S.E.S. scale.						
3	Overseers and Surveyors.	39	-	54-4-130-5-150	98	Sanctioned permanent B.S.E.S. scale.	54-4-130-5-150	98	45,864	45,864	Yes.
4	Medical Mechanical Overseer/s.	2	-	60-5-120-6-200	124	Please see. F. D. note dated 20-9-39, underlying G. H., F. W. D. , No. P 190/6/20088 dated 30-9-39. Attention is invited to serial No. 15 in Statement B. The revised B.S.E.S scale of Rs. 54-150 has been proposed by the F. W. D. for mechanical Overseers. The same scale may be sanctioned for these posts.	54-4-130-5-150	98	2,976	2,352	Yes.
5	Foreman.	4	-	60-5/2-100-105-5-150	99	Pl. see para 4 of the F. D. note dated 28-3-41 and F. W.D. Memo. No. 4870/36 E dated 26-4-41 (Flag J). The scales are not inflated. There is no reason however why the maximum for the post should be raised from Rs. 140- to Rs. 190	2 Posts. 60-5/2-100-R. 5-150 2 Posts. 60-5/2-100-R. 5-140	99 97	4,792	4,704	Yes.
6.	Divisional Clerks.	50	-	25-5/2-65	47	Sanctioned permanent scale in the F. W. Department.	25-5/2-65	47	28,200	28,200	Yes.

S. No.	Designation.	No. of posts to be made permanent.	Scale proposed temporary.	Scale proposed by the F. W. D. Deptt.	Average cost of scale.	Finance Department Remarks.	Scale proposed by the Finance Department.	Av. cost of the scale.	Annual average cost of F. W. D. proposal	Annual average cost of according to F. D. proposal.	Jodh. Secy's orders
1	2	3	4	5	6	7	8	9	10	11	12
				Rs.	Rs.		Rs.	Rs.	Rs.	Rs.	
6 & 7	Sub-Divisional clerks.	6	—	25-3/2-75	42	Please see G. R., F. W. D. No. 3140/36 dated 15-5-39 This scale may not be agreed to. The increase is not substantial	25-3/2-75	42	3,024	3,042	Yes.
77	Draftsmen.	3	—	90-5/2-140	114	Sanctioned permanent scale.	90-5/2-140	114	4,104	4,104	Yes.
8	Assistant Draftsmen.	5	-	50-3/2-80	73	-do-	50-3/2-80	73	4,380	4,380	Yes.
9	Tracers & Computers.	48	-	25-2-55-3-80	48	This scale is proposed on the basis of the scale approved in item 147 on page 261 of Ilaqa Budget for 1942-43. The number of posts now proposed to be made permanent is substantial. The scale must be re-examined. On an average during the 5 years 1935-36 to 1939-40 the pays actually drawn fluctuated between Rs. 27-74 (Tracers) and Rs. 27-87 (Computers). Applying the 16 % cut, the minima and maxima should be Rs. 23-62 (Tracers) and Rs. 23-48 ((Computers.) The proposed scale seems to be generous. F. D. may may suggest Rs. 20-2-50-3-65.	20-2-50-3-65	42½	27,648	24,480	The scale is not was sanctioned with refer. to one post only whereas 48 are now to be added. I agree with the remarks in Colm. 7 except their there I think the scale should be 25-4/2-65, the same as two items 6 & 10 this pay.

Col-5

56

1	2	3	4	5	6	7	8	9	10	11	12
				Rs.	Rs.		Rs.	Rs.	Rs.	Rs.	
10b	Assistant Storekeepers	4	—	25-5/2-65	47	It seems that these are employed in Divisional offices and hence the sanctioned permanent scale for clerks in the P.W.D. has been adopted F. D. may agree.	25-5/2 - 65	47	2,256	2,256	Yes.
11	Draftsmen.	8	—	25-1/2-35	30	It is understood that this this scale has been proposed on the basis of the scale approved for the dafteries in item No. 248 on page 160 of the list of items submitted to Government for the budget of 1942-43. In this case also the additional of posts is substantial. The scale must be re-examined. Please see G. R., F. D., No. 1709/33 dated 28-3-36. the standard rates for dafteris are Rs. 20 p. m. in mofussil offices in the S. Rs. and "25 " other big offices. These fixed rates of pay may be adopted.	20,25	22½	2,880	2,160	Yes.
12	Inferior servants.	679	--			It is understood that the sanctioned rates of pay of inferior servants on the permanent establishment have been adopted in working out the cost for these posts. The P.W.D. may confirm this. As details of the calculation of the cost are not given no check in F. D. is possible.			1,38,444	1,38,444	As in Colm.7

1	2	3	4	5	6	7	8	9	10	11	12
13	Surveyors.	—	2	54-4-130-5-150	98	The information regarding proposed scales of pay have been brought informally. The scale for surveyors is the sanctioned permanent B.S.E.S. scale. For Tracers. Vide serial No. 9 above. For inferior servants — vide remarks against serial No. 12 above.	54-4-13-5-150	98	2,352	2,352	As in col. 7.
14	Tracers.		6	25-2-55-3-70	48		20-2-50-3-65	42½	40		
									3,456	3,060	
										38,000	37,604
15	Inferior servants.		158		48		..	..	32,192	32,192	

Serial number.	Designation.	No of posts proposed to be made. Permanent.	Temporary.	Scale proposed by the Public Works Department.	Average cost of scale.	The maxima and minima within which on an average the pay fluctuates for the temporary establishment.	F. D. Office Remarks.	Scale proposed by F. D. Office.	Average cost of scale.	Annual cost according to P. W. D.	Annual average cost according to F. D. proposals.	Remarks.	Joint Secretary's
1	2	3	4	5	6	7	8	9	10	11	12	13	14.
	XXI A 14			Rs.	Rs. Rs.			Rs.	Rs.	Rs.	Rs.		
1	Classifier. (Temporary.)	1	-	110-8-150	137	105-210	Plea se see para. 5(2) on page 178 of F. W. D. File 2427/27-11(Pla(2)) and para 10 on page 310 of the same file. the F. W. D. proposal may be accepted.	110-8-150	137	1,644	1,644		Yes.
2.	Field man (Temporary) Laboratory.	3	-	30-5/2-60	35	36-72 27-38	It seems that these men have to work under the Soil physicist and that their duties may be akin to the field. Kangars in the Agrl. Deptt. for whom a scale of Rs. 30-35-5/2-60 with Rs. for 2 years for untrained men.	30-35/5/2-40 with Rs. 25 p.m. for 2 years for untrained men.	48	2,640	2,304		As in Cols 8 & 9
3.	Assistants (Temporary.)	1											

Laboratory

average

101

1	2	3	4	5	6	7	8	9	10	11	12	1
				Rs.	Rs.	Rs.		Rs.	Rs.	Rs.	Rs.	
4	Karkuns:			1 Divisional and Sub-Bnl.40				(i) Divisional and Sub-Bnl.				
	Temporary.	90	—	25-5/2-60	45	28-63	The standard clerical scale of Rs. 25-5/2-40 55 would be suitable for (i)	25-5/2-55	44	21600	21120	As in Cols. 1 & 9
	Work-charged	337	109	(ii) Sectional 496 20-8/2-40	30	23-54	(ii) may be accepted.	(ii) Sectional 20-2/2-40	30	176560	176560	
5	Measurers: Temporary. Work-charged.	40 20	— 4	25-5/3-55	41	20-46-56	Fl. see para. 5 (7) on page 180 of P. W.D. File 2427/27-II & para 48 on page 151 of File P.W. B. 3260/36-II. The proposed scale seems generous as compared with actual pay range on the temporary establishment.	20-5/3-50*	36	31488	27648	* with 16 % Reduction the Maximum should be Rs. 47. As in col. 1
6.	Inspectors (Temporary.)	84	—	Sectional (3) 40-3-60 Canal (81) 25-1-35.	52 36	20-58	Fl. see para. 49 on page 151 of P.W.D. File 3260/36-II & paras 13 & 8 on pages 303 & 310 of P.W.B. file 2427/27-II. The proposed scale is generous as compared with the actual pay range on the temporary establishment.	Sectional (3) 40-3-50 * Canal (81) 20-1-35	46 2/3 86 1/3	1872 34992	1680 27540	* with 6 % cut the maximum should be Rs. 49 As in Col. 9.
7	Signallers (Temporary.)	56	—	30-2-50-1-60	45	27-60	Fl. see para. 50 at pages 151-152 of File 3260/36-II and para. 4(13) on page 177 of file No, 2427/27-II. The proposed scale seems generous.	25-1-40-2-50	37½	30240	25,200	-do- Rs. 50 -do-

103

1	2	3	4	5	6	7	8	9	10	11	12	13	14.
8	Patkaris. Temporary.	82	—	15-2/2-21-1-25	21	13-25	The P.W.D. proposal seems generous as compared with actual pays prevailing on the temporary establishment.	13-1/2-20	17	20664	16728		As. in col.9
9	Sluice keepers. (Temporary).	48 19	—	13-1/2-20	17	13-20	No. cut need be imposed on pays below Rs. 20. The P.W.D. proposal may be agreed. to.	13-1/2-20	17	8160	8160		Yes.
10	Kayman. (Temporary.)	21											
11	Bukadana. (Temporary.)	4	—	18-1/30	25	20-29	The maximum is higher than that on the tempy. establ.	18-1-25	22½	1200	1080		As in Col. 9.
12	Khalasis: Temporary	97	—	13-1/2-18	16	13-18	These seem to be inferior servants whose duties are more or less akin to those of peons. P.D. may suggest that the sanctioned rates for peons in the P.W.D. may be adopted, viz:— Poona, Ahmedabad, Bandra, Salsette, Bassein, Palgar, Kalyan. Rs. 18,17	As in previous Colm.	15½	13056	12648		
	Work-charged.	7	4										
13	Tapalis: Temporary	24	-							4800	4650		As in Col. 8 but I will not press to P. D. suggestion if P.W.D. proposal Col. 5
	Work-charged.	1	-										
14	Telegraph peons (Temporary.)	4	—							768	744		
							Other places. 14, 13.						
	50 Civil Workers												
15	Mechanical Overseers. (Temporary.)	2	—	54-4-138-5-150	98	—	Sanctioned revised B.S.R.S. scale.	54-4-130-5-150	98	2352	2352		Yes.
16	Fitters: Temporary.	1		30-5/2-70	52	Information not readily available.	It is understood that information rec pays on the temporary and work-charged establishment has been called from the local officers which may be awaited.	—	—	9984	9984*	* Provisionally adopted.	As in Col. 8
	Work-charged	12	3										

1	2	3	4	5	6	7	8	9	10	11	12	13	14
17	Mukadam. Temporary.	1	—	30-2-50	42	47 (Fixed on on average.)	It is understood that this Mukadam is employed in the Presy. Division and that his duties are more onerous than ordinary mukadams as he has to take delivery of stores. An intelligent and literate man is required for this post. The P.W.D. scale, however seems generous.	20-1-40	30	504	360	or if P.W.D. prefers 20-1-50	I will agree t minimum of 30 and maximum of 50 but as the sc in co. ! too t that I woul suggest 30-2/2 50
18	Engine Driver (Temporary.)	1	—	20-1-30	26	Not available.	The scale seems reasonable for a skilled workman. May be agreed to.	20-1-30	26	312	312		
19	Lifts man Bombay Tempy.	2	—	30-1-50	40	1935-38 30, 36 1940-44 31, 38.	The sanctioned rate for the liftman at the Secretariat is Rs. 32 fixed pay.	32, 25 fixed pays.	—	960	684	As. in Co. 8 & 9	
20	Liftman Poona, Temporary.	1		20-1-30	26	26 on an average.	Applying 16 % cut the average should be Rs. 22. F.B. may suggest a fixed pay of Rs. 25 p.m. on the lines of serial No. 19 above.	25 fixed pay.		312	300		As in col. 8 & 9.
21	Headman C.C. Temporary.	1	—	19	19	19	May be agreed to	19	19	228	228		Yes.
22	Hamals, C.C. Temporary.	4	—	17	17	17	Sanctioned rate at Poona.	17	17	816	816		Yes.
23	Workteker. Temporary.	1	—	25-5/2-65	47	72-95	The sanctioned clerical scale is proposed. May be agreed to.	25-5/2-65	47	564	564	—	Yes.

105

1	2	3	4	5	6	7	8	9	10	11	12	13	14
24	Time keeper (Temporary)	1	—	25-5/2-65	47	26-63	The sanctioned clerical scale is proposed. May be agreed, to. . .	25-5/2-65	47	564	564		Yes.
25	Inferior servants. (Temporary)	1	—	28	28		Designation of given. It is proposed that sanctioned rates for inferior servants have been adopted.	28	28	336	336		As in Col. 7 &
	Work-charged	11	—	27	27			27	27	2244	2244		
	39 Public Health												
26	Water rate Collectors Temporary.	4		70-5-95	86 2/3	46-100	Two grades have been proposed but the distribution between these grades is not stated. it may be in the ratio of 1 : 3	1 Post. * 65-5-85	79 2/3	1040	996		
				40-5/2-65	55			3 Posts. 40-5/2-60	52 2/3	1980	1896	* on the basis of 16 % out on Rs. 46-100	As in Col. 8
27	Water readers. Temporary. work-charged.	6 15		25-5/3-75	42	26-61	The scale appears reasonable as compared with actual range of pays. It is the sanctioned scale for Sub-Dal. clerks.	25-5/3-75	42	10584	10584		Yes.
28	Time keeper. (Temporary.)	2		25-5/2-65	47	26-63	Pl. see serial No. 24 above.	25-5/2-65	47	1128	1128		Yes.
29	Cashier. (Temporary)	1		70-5-95	87	50-125	Usually cashiers, are given the usual clerical scale Plus a special pay(about 20 % of average). Accounts clerk in Agricultural Department get Rs. 80-5/2-95. The proposed scale may be agreed to the increments may be biennial.	70-5/2-95	87	1044	1020		Yes. in Col.9

106

1	2	3	4	5	6	7	
30	Fitters: (Temporary).	1	-	30-5/2-75	53	—	Vide So
	Cash-charged.	13	— 1				
31	Engines: Cash-charged.	9	8 2	20-8/2-40	30	—	Vide on
32	Inferior servants. Cash-charged.	23	6	17	17		Sometim pence s
	33 Under Assistant Engineer.						
33	Chief Engine. (Temporary). clerks	7		50-5/2-90-5-140	97		These a Bombay Scales to . Th to be f responsi
34	Chief Engine. Temporary.	9	-	50-5/2-90-5-140	97		
35	Examining Cashier. Temporary.	1		50-5/2-90-5-140 Plus Rs. 30 special pay.	97 30		

1	2	3	4	5	6	7	8	9	10	11	12	13	14.
36	Head clerk, Temporary.)	1	—	135-5-185	165		Please see F. D. note on page 101 of F.N.D. File 2169/36-7. The scale is personal to Mr. Eagle and may be agreed to so long as he holds the post.	135-5-185.	165	1,980	1,980		As in Col. 5, and but the designation in Col. 2 is not correct. I see further fr that this is a clerk's sp Post that F.D. has not agreed to it a. see sanction to a headclerk's sph. Post Yes.
37	Head Clerk, Manager's Office (as Clerk Temporary.	1	—	100-5-160	135	110-160	Pl. see G. Rs., R. D. No. 5429/28 dated 6-3-31 (the preamble) dated 25-3-31). The Scale does not seem to be inflated.	100-5-160	135	1,620	1,620		
38	Bahadurs. (Temporary.)	7		23			These are sanctioned lowest grades for inferior servants in Bombay City.	23					
39	Ratchman (Temporary)	7		23				23	23	4,368	4,368		Yes.
40	Peons. (Temporary.)	9		23				23					

101

Statement c.

Statement showing the range within which the pays on the temporary establishment.

Designation.	1935-36	1936-37	1937-38	1938-39	1939-40	1940-41	1941-42	1942-43	1943-44	Remarks.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	
Classifier.	105-210	—	—	105-210	105-210	168	170	175	180	
Fieldman.	36- 72	—	—	36- 72	36- 72	36-72	36-72	36-72	36-72	
Laboratory Assistants.	27- 40	—	—	27-40	27- 40	27-36	27-36	27-36	27-36	
Examiner:										
Divisional and Sub-Divisional	30- 65	—	—	27- 72	30- 65	30-60	30-60	30-60	30-60	
Sectional	18- 30	—	—	20- 50	18- 30	25-60	25-60	27-60	27-60	
Examiners.	18- 54	—	—	18- 54	18- 30	20-60	20-54	20-60	25-60	
Inspectors.	20- 54	—	—	20- 50	20- 60	20-60	20-60	20-60	20-60.	
Signallers.	30- 60	—	—	30- 60	30- 60	25-60	25-60	25-60	25-60	
Patharis.	13- 20	—	—	13- 20	13- 20	13-25	13-25	14-25	13-25	
Kayasen.	13- 19	—	—	13- 19	13- 20	13-20	13-20	13-20	16-20	
Sinico kosprs.	14- 18	—	—	14- 20	13- 20	13-20	13-20	13-20	20-20	
Khalasis	12- 17	—	—	12- 17	13- 16	13-18	13-18	13-20	13-20.	
Bihadurs.	18- 27	—	—	20- 27	20- 45	20- 25	20-27	20-27	20-27	
Bufaden (Press. B)	45	45	45	45	48	40	48	48	48	
Tapalis.	14- 19	—	—	14- 16	13- 18	13- 18	13-18	13-20	13-20	
Telegraph peons.	14- 18	—	—	14- 18	14- 18	13-18	13-18	13-18	13-18	
Work taker.	75-200	— 75 75-200	75-200	75-200	75-200	75-200	66-90	66-90	66-90	

Designation.	1935-36	1936-37	1937-38	1938-39	1939-40	1940-41	1941-42	1942-43	1943-44
	Rs	Rs	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Time keeper. (Daily)	27-63	27-63	27-63	27-63	27-63	27-[illegible]	27-63	[illegible]	30-63
Lifters; Boxing	30-36	30-36	30-36	30-36	31-39	31-38	31-38	31-38	31-38
Peons.	20	25	25	23	25	26	28	30	30
Menials. G. O.	19	19	19	19	19	19	19	19	19
Bheels	16	16	16	16	16	17	17	17	17
Ryot rate Collectors.	50-110	—	50-110	45-100	45-100	45-100	45-100		45-100
Meter Readers/	30-81	—	30-81	27-81	27-81	27-80	28-80		27-80
Timekeeper.	27-63		25-63	23-63	25-63	23-63	23-63		23-63
D. Scheme Cashiers	50-125			50-125	50-125	50-125	50-125		50-113
Ex chining cashier				60-160	60-160		60-160		
Head Clerk, and Clerks				Pals 30 Spl pay 60-160	30 Spl pay 60-160 50-140	60-160 30 Spl. pay 60-160 50-140	30 Spl pay 60-160 50-140	60-160 30 Spl. pay	60-160 30 Spl. pay. 50-140
Managers Office				120-160	120-160	120-160	100-160	100-160	100-160
Supdts				60-160	60-160	60-160	60-160	60-160	60-160
Mukadams				50-140	50-140	50-140	50-140	50-140	50-140
Key man.				20-19	22	23	23	23	23
				20-19	22	23	23	23	23
				20-19	22	23	23	23	23
	27-73	27-73	25-75	25-75	30-75	~~30-75~~	~~30-75~~		
	27-56	27-56	27-58	27-58	40-63	~~40-63~~	~~40-63~~	~~40-63~~	~~40-63~~